

Environmental, Social & Governance Policy

Policy Effective Date: 25th November 2024

Sarah Pirrie (Managing Director) is responsible for this policy.

Purpose

This ESG Policy sets out our approach to responsible business practices in the areas of: Environmental Stewardship; Social Responsibility; and Governance, Ethics & Compliance.

This Policy is an evolving document that we review annually and update as necessary to reflect our current strategy and key development areas.

Policy Statement

Ambiente Group UK Ltd, as part of Nova Group, GBC is a certified B-Corp. We have identified our key values of commitment, accountability, respect, educate and serve (CARES), and aim to balance purpose and profit and use our business as a force for good.

We recognise the importance of responsible business practices and strive to align our key values with our business practices and day-to-day operations in order to build a more sustainable, equitable business and healthy, inclusive and diverse workplace.

Environmental Stewardship

Our advisory services and deliverables are designed to have a positive environmental impact and to assist our clients assess and improve their sustainability credentials and resilience, adjust their investment and asset management practices and achieve their sustainability goals.

We care deeply about the generations to come, and the health and prosperity of our planet. We are committed to improving our overall environmental management practices and impacts on the environment.

We do this by identifying environmental risks and actions to reduce or manage them, the measurement and monitoring of environmental and sustainability indicators, and assisting our customers in the implementation of their own environmental policies and strategies.

Our commitment to the environment and sustainability, within our company operations, is outlined in our Environmental and Sustainability Policy and includes the following:

- Minimising the environmental impact across all aspects of our business operations.
- Ensuring compliance with environmental and sustainability legislation.
- Measuring our carbon footprint and setting targets for carbon reduction.

Social Responsibility

We believe our people are our greatest asset and wellbeing is at the heart of our culture. We have earned silver 'We invest in Wellbeing' accreditation from Investors in People and we are committed to continuous improvement on our journey to gold accreditation through the work of our Health and Wellbeing committee and staff engagement.

We have also achieved industry recognised safety accreditation from Alcumus SafeContractor for achieving excellence in health and safety in the workplace.

Our objective is to provide equal employment opportunities for all persons; to support and encourage employees to develop their full potential; to develop managers of exceptional ability; to reward employees fairly and in accordance with objective standards; and to maintain personnel relations that reflect Nova Ambiente's belief in the importance of people.

We empower our people to serve their local communities by supporting their fundraising volunteering initiatives with recognised charities and community organisations.

Our employee handbook and induction procedure has been prepared to inform employees of Nova Group's history, values, employment practices and policies as well as the benefits provided to our employees. It contains our social policies on:

- Equality, Inclusion and Diversity.
- Positive Work Environment (Anti-Harassment and Bullying).
- Work / life balance and family friendly initiatives (flexible working arrangements, maternity, paternity and adoption leave arrangements, bereavement leave, carer's leave and time off for dependents).
- Health & Safety Policy and Risk Assessments.
- Health and Wellbeing, including benefits (healthcare and travel insurance, life assurance, sick pay, death in service, company pension, wellbeing allowance, childcare voucher scheme and cycle to work scheme).
- Problem Resolution (Grievance procedures).
- Performance Evaluation and Training, including an employee bonus scheme.
- Volunteering (Community Service) opportunities.

Governance, Ethics and Compliance

Ambiente Group UK Limited is owned by Nova Group GBC. The Group is governed by a leadership team responsible for the overall direction and management of the wider Group and is committed to the highest standards of ethical decision making and behaviour, corporate governance and compliance with applicable laws, regulations and standards.

Our UK Senior Management Team ensures that the Group's strategies are aligned, embedded and implemented across the UK business. Nova Ambiente has developed the following standalone policies:

- Anti Bribery and Corruption.
- Modern Slavery and Human Trafficking Policy.
- Quality Management Policy.
- GDPR Policy & Privacy.

These policies reflect our commitment to promoting transparency, accountability and fairness in all business operations and to foster a culture of responsibility and respect among employees.

Review

This policy will be reviewed annually to ensure it remains suitable and appropriate to our organisation and will be communicated to all employees and made available to our supply chain contractors and other stakeholders as appropriate.

Policy Version: 1

Name: Sarah Pirrie

Signature:



Position: Managing Director

Date: 25/11/2024

Ambiente Group UK Limited

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Name: Julie Carter

Signature:



Position: Associate Director

Date: 25/11/2024

Ambiente Group UK Limited