

Policy Overview

Go Green are committed to carrying out all business activities in a responsible manner, creating positive benefits to society and the environment, and ensuring that our decision-making processes have ESG integrated throughout them. This policy outlines our commitment to operating in line with ESG standards and the actions we implement as a business to demonstrate that.

Environmental

- Monitoring and measuring our environmental impact, seeking to mitigate negative impact and risk both of our direct business activities, and those of our clients and supply chain.
- Maintain an effective Environmental Management System in line with the ISO14001 standard, ensuring the system is reviewed to achieve continuous improvement.
- Accurately measure our carbon footprint and make changes to our business operations to achieve carbon reductions, in line with our SBTi approved Near-Term and Net Zero Targets, as outlined in our Net Zero Policy.
- Manage the use of natural resource required to maintain our business operations, with a commitment to invest in head office infrastructure that promotes self-sufficiency and reduces waste.
- Regularly review our sustainable procurement principles, ensuring they are being carried out for all head office requirements, and periodically review areas where we can further improve our sustainable procurement objectives.
- Ensure compliance with environmental legislation both for our operations, and those of our clients and suppliers, taking responsibility for carrying out due diligence checks with all our stakeholder partners.
- Improve knowledge of environmental practises through employee environmental awareness training on an annual basis.
- Demonstrate responsible business travel, utilising remote communication where possible and considering the impact vs reward of travelling for business purposes.

Social

- Ensure all employees receive fair remuneration, based on their role and performance within that role, and that employee packages are reviewed regularly.
- Foster a working environment that maintains a culture of equality, diversity, and inclusion to allow all employees to be treated fairly, and with respect.
- Maintain excellent Health and Safety standards, demonstrating full compliance the Health and Safety at Work Act 1974. Additionally support the wellbeing of all Go Green employees, and continue to invest in resources that allow this, such as mental health resource.
- Create trusted relationships with our client-base, with the aim to develop long-term partnerships, focusing on delivering excellent customer service.
- Work collaboratively with all our supply chain partners, maintaining working partnerships built on mutual respect; whilst championing building long-term partnerships with small and medium-sized enterprises to support economic growth within OurCommunity.
- Deliver positive impact within OurCommunity of Doncaster, and the local communities where our clients and suppliers operate, ensuring all social value activities deliver meaningful social impact.

ESG Policy



- Minimise the risk of modern slavery through our value chain operations by carrying out both desktop and visual modern slavery checks through our full supply chain and delivering modern slavery training to 100% of our employees.
- Deliver continuous, good quality training to all our employees, in line with our ISO 9001 expectations, ensuring that all training is relevant, delivered effectively, and supports with employee's career development. Where possible, Go Green will provide employees with opportunities to participate in further training utilising external resources.
- Invest in early career development for lower skilled people through schemes such as apprenticeships and T-Levels.

Governance

- Conduct all our business operations with integrity, honesty, and transparency to both internal and external stakeholders.
- The Board will provide oversight of our ESG performance, discussing ESG progress and set measurable objectives within Board meetings, with all relevant information communicated throughout the business.
- Effectively maintain in-house employee-led committee groups focusing on key areas of our ESG agenda including Social Value, Health and Safety, Climate Change and FIR (Fairness, Inclusion, and Respect).
- Publish an annual ESG Report, which outlines our business activities throughout the year, ensuring transparency of performance against all environmental and social objectives.
- Set objectives against our environmental and social priorities and ensure that these objectives are measured against and transparently recorded and communicated throughout the business.
- Accurately measure all social value delivering against the National TOMs Framework in order the present transparency to our stakeholders on our social impact.
- Deliver annual training to the full Go Green team on our ESG strategy and objectives.

Implementation and Responsibility of this Policy

All Board, Management and Employee members of Go Green are responsible for adhering to the practises of this policy, and integrating sustainable considerations into their daily activities, throughout their job role, and to contribute towards the culture of our business. This Policy will be reviewed regularly and any amends to our operations will be updated accordingly, with responsibility of the policy falling to the Senior Leadership Team.

We are committed to monitoring all areas of our ESG performance continuously, setting targets for improvement, whilst reporting transparently on our progress. By integrating environmental, social, and good governance practises into our corporate culture we aim to create long-term value for our employees, external stakeholders, and future-proof our business.

Signed

A handwritten signature in black ink, appearing to read 'RWells', is positioned below the 'Signed' text.

Roger Wells - Managing Director on behalf of the Board

Date 28th March 2024

Review Date 28th March 2025

ESG Policy



Associated Documents

- Net Zero Policy
- Environmental Policy
- Health and Safety Policy
- Gender Pay Gap Policy
- 2023 Net Zero Pathway Report
- Sustainable procurement policy
- Training Policy
- Business Travel Policy
- Environmental Impacts and Aspects Register
- GROWW Impact Report