

ESG Policy

Policy Overview

Go Green Ltd 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 supports the identification, management, and mitigation of environmental, social, and governance risks and opportunities, ensuring ESG considerations contribute to long-term business resilience, and outlines our commitment to operating in line with these ESG standards.

Policy Scope

This policy applies to all employees at Go Green Ltd, including all business divisions.

Policy Statement

Go Green commits to responsible, transparent, and sustainable operations by reducing environmental impact, supporting fair and inclusive workplaces, ensuring strong governance, and embedding ESG principles into all decisions. All employees are expected to act ethically, follow environmental and social standards, support continuous improvement, and help deliver positive impact for stakeholders and the community.

Procedures

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 using recognised methodologies, maintain defined organisational and operational boundaries, and ensure data quality, consistency, and traceability to support internal decision-making, external reporting, and third-party verification in line with ISO14064-1, to contribute to our decarbonisation targets.
- Manage the use of natural resources required to maintain our business operations, including ongoing investment in head office infrastructure, energy efficiency, water management, and waste reduction measures that promote self-sufficiency and operational efficiency.
- 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 culture of equality, diversity, inclusion, and respect, supported by formal policies and procedures, employee engagement, training, and the regular review of workforce data to inform continuous improvement.
- 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 local communities.
- Ensure all social value activities are aligned to local community needs, deliver meaningful outcomes, and are measured and reported transparently through recognised reporting frameworks.
- 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 ISO9001 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.

Governance

- Conduct all our business operations with integrity, honesty, and transparency to both internal and external stakeholders, supported by policies and procedures that outline ESG driven principles.
- Integrate ESG risks and opportunities into broader business risk management processes, ensuring emerging regulatory, environmental, social, and ethical risks are identified, assessed, and managed appropriately.
- Provide oversight of our ESG performance, discussing ESG progress and set measurable objectives within Board meetings, with all relevant information communicated throughout the business.
- Maintain employee-led committee groups that support delivery, engagement, and feedback across key ESG priority areas, with outputs reported into the Senior Leadership Team.
- Publish annual corporate report, which outlines our business activities throughout the year, including key metrics such as pay gap performance and energy and carbon reporting, 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.
- Ensure ESG data is accurate, consistent, and subject to appropriate internal review, with external verification or assurance maintained where applicable.

Roles and Responsibilities

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.

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.

Policy Review

This Policy will be reviewed regularly and any amends to our operations will be updated accordingly, with responsibility of the policy falling to the ESG Director with support from the full Board of Directors.

Signed



Sabrina Barnett
ESG Director



Roger Wells
Managing Director on behalf of the Board

Date: 08.04.2026

Date of Review: 08.04.2027

Associated Documents

- Business Travel Policy
- Company Mission and Values
- Environmental Impacts and Aspects Register
- Environmental Policy
- Equality, Diversity & Inclusion Policy
- ESG Report
- Ethics Policy
- Gender Pay Gap Report
- Health and Safety Policy
- Mental Health Policy
- Net Zero Policy
- Sustainable Procurement Policy
- Social Value Method Statement
- Training Policy

Version History Table

| Version Number | Date | Reason for Change | Reviewed by: |
|----------------|------------|--|--------------|
| 3 | April 2026 | Annual Review: Amendments include addition of 14064, strengthened governance principles. | S. Barnett |
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