

Aptus recognises the importance of adhering to responsible Environmental, Social and Governance (ESG) policies and practices. ESG management and reporting are essential for the industry, and our business. By engaging with stakeholders – including employees, subcontractors, clients, and vendors – we can do our part to improve sustainability, better serve our community, and simultaneously deliver outperformance for our company. We consider our key ESG areas to include, but not be limited to, the following:

Environment

- ▲ climate change and greenhouse gas emissions
- ▲ emissions to air, water and land, pollution, and waste
- ▲ biodiversity, deforestation, and land use
- ▲ energy efficiency
- ▲ resource depletion (including water)

Social

- ▲ excellence in customer service
- ▲ purposeful investments
- ▲ human rights (including modern slavery and child labour)
- ▲ health and safety
- ▲ diversity and Inclusion, and equal pay
- ▲ well-being and development of staff
- ▲ stakeholder and community engagement
- ▲ responsible relationship with suppliers

Governance

- ▲ anti-bribery and corruption
- ▲ stewardship
- ▲ executive pay
- ▲ board independence, diversity, and structure
- ▲ conflicts of Interest
- ▲ anti-money laundering

Monitoring and Reporting

Aptus utilities ESG activities are the responsibility of all business functions. ESG governance is provided by our ESG committee which determines how Aptus Utilities should embed the monitoring of ESG into day-to-day activities as well as ensuring compliance with legal and regulatory requirements. The People Director chairs the ESG quarterly meetings which also includes other senior management leaders to discuss all things ESG across the business.

We report on our ESG actions in a number of ways:

- ▲ Weekly Board summary
- ▲ Monthly Board reports
- ▲ Quarterly Target and Objective updates
- ▲ Accounts summary
- ▲ Sustainable advantage tracker
- ▲ Sustainable advantage annual review

Environment

- ▲ We are committed to achieving high standards of Environmental Performance which will be achieved through the implementation and continual improvement of our management systems and Environmental Performance
- ▲ Believe that environmental incidents are preventable within the scope of the company's activities and are therefore committed to maintaining a positive culture and zero harm to the environment, ensuring systems are in place and maintained so as no pollution incidents occur, report and investigate any
- ▲ Commits to ensure compliance with current legislation, regulations and other requirements to which the organisation has stakeholders or subscribes
- ▲ Ensure Mechanisms are in place to produce Environmental Targets and Objectives and that such targets and objectives are communicated to all employees.
- ▲ Will maintain Environmental Communications via management briefings and Environmental communications
- ▲ Will ensure suitable and sufficient environmental Aspects and Impacts are drawn up that represent the company's activities. Those Aspects with Significant impact are reduced to lesser levels, and such assessments circulated to all personnel by the operational management team, through cascade briefings, so ensuring high standards of housekeeping are in place and steps taken to reduce odour, noise, dust, atmospheric pollution and other impacts, thereby avoiding complaints arising out of our operations
- ▲ Will seek the involvement of and will consult with employees on Environmental Matters
- ▲ Committed to protect our planet is an integral and fundamental part of our business model
- ▲ We strive to constantly improve the ways in which we operate to reduce our carbon footprint
- ▲ We aim to support the UK's Net Zero ambitions and will become Carbon Neutral by 2027
- ▲ We are assisting UK businesses in the transition to a low carbon economy through our EV charge point rollout and ground source heat pump services.

Social

- ▲ Our colleagues drive our performance, and we are committed to their health, safety, and wellbeing
- ▲ We promote a diverse and inclusive working environment that encourages creativity, growth, and productivity
- ▲ Our approach to performance and development centres on every employee achieving their potential
- ▲ We continue to extend and enhance our award-winning apprenticeship programmes
- ▲ Working together with neighbouring communities is essential to our success
- ▲ We regularly participate in charitable initiatives, fundraising, and volunteering opportunities

Governance

- ▲ Good governance is key to our business model
- ▲ Our management systems are a key element to demonstrating best practice
- ▲ We are certified to ISO 9001, 14001, 45001, and Construction Line
- ▲ We have adopted corporate governance best practices, demonstrating ethics and integrity in everything we do.
- ▲ As we continue to grow as a business, we reached the thresholds for mandatory reporting in areas

**Environmental, Social, and Governance (ESG)
Policy**

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Approved by	Jonathan Holden
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including gender pay gap and section 172 within our annual financial statement

- ▲ We have implemented data reporting processes to ensure information is accurate and readily available
- ▲ We are undertaking a full review of our policies and our risk reporting to ensure we meet all statutory requirements
- ▲ We ensure our policies and procedures are up to date, fit for purpose, and cover the entirety of the business.

The ESG Policy and supporting management systems reflects the company's activities and has the approval and full commitment of Jonathan Holden company CEO. It will be the responsibility of all employees to implement the policy under the guidance of the operational managers so as to ensure the highest standards of ESG performance is achieved and constantly maintained at all times.