



**ENVIRONMENTAL,
SOCIAL & GOVERNANCE
(ESG)**

This report outlines Aculab's approach to integrating Environmental, Social and Governance (ESG) considerations into our business.

WHAT IS ESG?

ESG refers to Environmental, Social and Governance and the way in which these issues congregate to impact a company and company stakeholders.

Environmental criteria refer to a company's environmental stewardship including how they manage the impacts of their operations, products and general business activity on the environment. Social criteria refer to how a company creates value for stakeholders and includes related concepts such as corporate purpose and societal impact. Governance ultimately refers to how a company is led and managed.

ESG is about the ability to create and sustain long-term value in a rapidly changing world, and managing the risks and opportunities associated with these changes. ESG has a significant positive impact on fundamental business issues relevant to the long term success of any company.

Aculab is passionate about operating a sustainable and ethical business. As a company we are considerate of our environmental, social and governance impact. We provide our staff with free recycling facilities throughout our UK office, promote resourceful usage of materials, and encourage a Work from Home policy to reduce our environmental impact. Aculab is an equal opportunity employer, providing a fair wage of all employees, and adhering to strict anti-bribery policy.



As a company, we adhere to a set of standards that ensure that we are operating a sustainable and ethical business.

ENVIRONMENTAL

As a company we are reducing our own environmental impact where we can. This means we are on path to reduce our Carbon emissions, increase our energy efficiency and further recycle and reduce waste. We understand the importance of ESG and believe it is a way to deliver long-term value.

Aculab has key environmental measurable that are recorded from around the business, including electric, water, gas, recycling, WEEE and hazardous waste control. These measurable are reviewed by the board of Directors

RECYCLING

We recycle:

- Paper
- Printer and copier cartridges
- Plastics
- Tin/metal
- Glass
- Electrical/electronic
- Industrial waste - Materials Recycling Facility segregation
- Fluorescent light tubes
- Batteries

ELECTRICITY SOURCE

FUEL TYPE	E.ON UK PLC FUEL MIX (%)
COAL	4.5
NATURAL GAS	55.8
NUCLEAR	7.3
RENEWABLE	27.7
OTHER	4.7
TOTAL	100

CONFLICT MINERALS

Conflict minerals are defined as tin, tantalum, tungsten and gold, collectively known as **3TG**, which are essential elements in the production of semiconductor and electronic components. Armed groups in conflict zones are able to extract and sell these minerals into supply chains, which have been shown to prolong conflicts in countries, resulting in continual loss of life and causing misery to those affected.

Aculab is concerned with the use of conflict minerals and the effect the financing of these minerals can have on the lives of people in areas of conflict. Aculab does not knowingly use conflict minerals. We expect that our suppliers and manufacturers ensure that no conflict minerals are used to either directly or indirectly finance or benefit armed groups. Additionally, Aculab also expects our suppliers to share this objective and act to conform.

Legislation for which we are registered and comply

- Waste Electrical and Electronic Equipment Directive [WEEE]
- Restriction of use of certain Hazardous Substances in Electrical and Electronic Equipment Directive [RoHS]
- Carbon Reduction Commitment Energy Efficiency Scheme
- Waste Batteries and accumulators Regulations
- EC F-Gas Regulation 843/2006, article 3 and supporting Regulation EC 1516/2007
- REACH (Regulation EC No 1907/2006 of the European Parliament and of the Council)

SOCIAL

DEDICATED TO BUILDING A DIVERSE TEAM

At Aculab, we welcome people from all backgrounds. We foster an environment in which our differences are embraced and our people can be themselves. We look to build our teams, by seeking those who offer a new perspective, embrace challenge, and want to make a difference. We look to surround ourselves with colleagues who are looking to learn and develop, and who can leverage their diverse viewpoints to drive our teams. We are also very proud to be working in partnership with the UK Government to source incredible talents through the Kick-Start Scheme.

ESG is an indicator of a company's commitment to building a high performing, purpose-driven workforce and inclusive culture. Integrating ESG factors into valuation allows for greater insights into intangible factors: culture, talent recruitment & retention, operational excellence and risk that can improve investment outcomes.

For instance, a company with an authoritative leadership philosophy and hierarchical culture may dissuade entry-level employees from speaking up, if they

see and hear something of potential risk or opportunity. At Aculab we are proud to have an inclusive culture and systems for expressing concern and sharing insights. As a result, we capitalise on a unique opportunity by systematically encouraging open dialogue and communication at every level of the organisation.

EQUAL OPPORTUNITIES

The Company is an equal opportunity employer and will not permit or tolerate discrimination or harassment because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

HEALTH & SAFETY

It is the Company's policy that all practicable steps are taken to ensure the health and safety of employees, visitors and others who may be affected by its acts or omissions, and to prevent damage to, or loss of, Company property. The Company recognises its duties under the Health and Safety at Work Act 1974, and the Management of Health and Safety at Work regulations 1992 (as variously amended (2016)) and concomitant protective legislation, both as an employer and as a Company. In addition, the company encourages staying healthy and offers its employees the opportunity to opt into the Bike-to-Work Scheme which in turn helps with maintaining employee well-being. The Company keeps health and safety workplace procedures under constant review, and liaises with the relevant personnel and external regulatory bodies wherever necessary, so as to keep the Company and its Directors updated on any new or revised legislation in order to ensure compliance.

GOVERNANCE

We do our utmost to be a trusted partner to our clients, establishing good governance throughout our business practice. We strive to operate with integrity, transparency and security to reduce risk and build trust. We focus on:

- [Diversity and Inclusion](#)
- [Values](#)
- [Data security and privacy](#)

POLICIES AND PROCESSES

Our Values

We are proud of our values and establish relevant expectations and standards for associates

Integrity

We demonstrate a commitment to honesty, fairness, and openness across all interactions with both stakeholders and the wider community

People

We value people and provide ongoing support so individuals can accomplish goals, results, and targets in a trustworthy and tolerant environment

Excellence

We achieve excellent results, deliver high-quality products and services, and strive to exceed expectations

Partnership

We work collaboratively and build sustainable long-term relationships, based on mutual respect and courtesy.

DIVERSITY & INCLUSION

We are proud to have a diverse board of directors; we believe having a more diverse board/workforce leads to more informed decisions that support the acquisition of new customers and markets.

Anti-bribery and Anti-Corruption Policy

Our Anti-bribery Policy outlines our zero-tolerance approach to bribery and corruption in all forms. The purpose of Aculab's anti-bribery and anti-corruption policy is to set out our policy in relation to bribery and corruption. It is also intended to provide information and guidance on how to recognise and deal with bribery and corruption issues.

View the full policy:

<http://docs.aculab.com/quality/aculab-policy-anti-bribery-corruption.pdf>

Whistle-Blower & Non-Retaliation Policy

Our whistle-blower policy encourages people to speak up when they witness or have concerns regarding unethical behaviour in or outside of the company. We foster an open and transparent culture; we want our associates to be open with us when they see something that is not right, without fear of retaliation.

DATA SECURITY & PRIVACY

Aculab takes its responsibilities to data security and privacy seriously. We are certified to the internationally recognised information security ISO 27001 standard via the British Standards Institute (BSI), and have a full-time member of staff responsible for compliance of the standard and GDPR. Aculab has a strict access control process in place for our employees to access systems, including formal authorisation and review mechanisms.

Aculab has processes in place for data privacy, including adhering to GDPR. An internal audit team ensure our processes are being followed, and our employee receive regular training on Aculab's various processes and policies related to information security.