

# Environment and Social Governance (ESG) Policy Statement



## Doing the Right Thing

Marlowe Compliance Services commits to conduct its business sustainably, ethically, compliantly, and honestly. We will undertake it in a manner that considers environmental and social impacts, supporting the communities where we work and preventing and minimising our environmental impacts.

We assure our commitment by:

### Integrity

- Having an integrated management system that is certified to ISO14001
- Setting objectives and targets to ensure we are delivering continual improvement in our ESG performance
- Acting according to our core values, our Code of Conduct, and our policies, enabling a culture that respects and encourages diverse perspectives, employee development and speaking up

### Reliability

- Ensuring how we work complies with appropriate statutory and regulatory requirements and industry standards
- Providing necessary resources, information, instructions, and training so our people can do their job ethically, with care for the environment, their colleagues, and our customers
- Ensuring we assess, understand, and then mitigate risk using the hierarchy of control

### Accountability

- Empowering our people so they can always do the right thing, working ethically, responsibly and with respect for others and the environment.
- Tracking key performance indicators through internal reporting and evaluation, ensuring action is taken to drive continual improvements, maximising opportunities
- Communicating the policy and emphasizing to all employees, our supply chain, and others working on our behalf, their responsibility and accountability

### Respect

- Recognising the input of key stakeholders, considering their input when setting our priorities, incorporating responsible and sustainable practices into our decision-making and business processes
- Doing our part to conserve energy and natural resources

Full details of how we manage our ESG risks and opportunities are available in all our Company Policies, including our ESG Policy, and Management System which can be located on 'Blink' (our internal site) and upon request.

Phil Greenwood, Chief Executive Officer  
1<sup>st</sup> August 2022