



**NOR-SEQ-POL-3:
ENVIRONMENTAL,
SOCIAL AND GOVERNANCE
(ESG) DEVELOPMENT POLICY**

Norse Group Ltd recognise the need to develop an ethically profitable business with consideration to the impacts our activities have on the Environmental (Planet,) Social (People) and Governance (Profit.)

Environmental, Social and Governance (ESG) is a responsible investment strategy that seeks both financial return and positive change.

Norse Group Ltd are committed to ensuring continuous improvement and proactively seek ways to minimise its business impacts on the environment, our people and our social responsibilities.

This will be managed and monitored by having in place a robust governance process to validate what we do; and what we say we do.

Norse Group will work to meet a carbon neutral footprint by 2050 if not sooner, by generating a carbon reduction plan and carbon strategy, in line within the Sustainable Development Policy.

In developing strategies, Norse Group will so far as is practicable, align with the United Nations 17 Sustainability Development Goals.

By adoption, a collaborative approach with our stakeholders, Norse Group Ltd can take a leading role in achieving its Net Zero target.

The three pillars of ESG investing combine to define what most people would categorise as good business practice.

Environmental issues cover how companies interact with the environment, social issues cover companies' conduct towards their internal and external communities, and Governance issues cover how companies behave in their business activities.

Environmental - Producing more output with less natural resources, energy, water, waste, and pollution:

- Land Air Water Noise and Light
- Biodiversity and deforestation
- Climate Change and Energy Management
- Waste Management
- Water Security

Environmental criteria considers how a company safeguards the environment, including corporate policies addressing climate change, for example.

Social criteria examine how it manages relationships with employees, suppliers, customers, and the communities where it operates.

Reporting on environmental performance and the metrics behind it:

- Task force for Nature Related Financial Disclosure (TFND)
- Task Force Climate Related Financial Disclosure (TCFD)
- Streamlined Energy and Carbon Reporting (SECR)
- Energy Saving Opportunity Scheme (ESOS)
- Procurement carbon reduction and tracking

Social - Improving relations with key stakeholders: employees, customer and suppliers:

- Community Relations
- Customer Satisfaction
- Employee Engagement
- Human Capital
- Gender and Diversity
- Human Rights
- Labour Standards

People are the greatest asset a business can have:

- Recruit the right employees
- Process payroll
- Conduct disciplinary actions
- Update policies and procedures
- Maintain employee records
- Conduct benefit analysis
- Providing career growth
- Offering continuing education
- Training and supporting managers
- Supporting health and wellness

Governance - Reducing risk through board oversight and risk controls.

- Audit Committee Structure
- Board Composition
- Bribery and Corruption

- Lobby Activities
- Political Contributions

Governance is the relationship within the business to how it controls the activities:

- Internal controls are the mechanisms, rules, and procedures implemented by the Group to ensure the integrity of financial and accounting information, promote accountability, and prevent fraud
- Audits both internal and external will drive how the Group complies with its own policies and procedures but also meet its legal obligations

Norse Group Ltd have an Integrated Management System aligned to the requirements of the following International Standards Organisation (ISO):

- ISO 9001:2015 Quality Management Systems
- ISO 45001:2018 Occupational Health and Safety Management Systems
- ISO 14001:2015 Environmental Management Systems

This policy is the responsibility of the Senior Management Team (SMT) and will be collectively reviewed annually to ensure it meets the Norse Group Ltd strategic vision as it moves to carbon neutrality by 2050.



Justin Galliford
Norse Chief Executive Officer
Next review 31st March 24

ESG



Environmental



Social



Governance

