



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 Environmental, Social, and Governance aspects.

ESG (Environmental, Social and Governance) and the Triple Bottom Line of sustainability (People, Planet, Profit) recognise that a company's value and impact is measured beyond its finances and seeks both a sustainable financial return and positive environmental and societal 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 with the Sustainable Development Policy.

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

By adopting 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 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 and decisions.

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Author: Roger Smith – Norse SHEQ Director	Issue: 14 th January 2026



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

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, customers and suppliers:

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

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

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
- Provide career growth
- Offer continuing education
- Train and support managers
- Support health and wellness

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Governance - Reducing risk through board oversight and risk controls.

- Audit Committee Structure
- Board Composition
- Anti-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.

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United in Purpose