

Environmental, Social and Governance (ESG) Policy

Introduction

Our mission at the Morson Group is to fulfil our duty by creating long-term, sustainable value for our investors, clients, colleagues and the communities we serve. We recognise that responsible management of Environmental, Social, and Governance (ESG) factors is integral to achieving that mission.

Integrating ESG principles across our operations not only strengthens our approach to risk management but also enables us to identify opportunities for innovation, resilience, and value creation. We acknowledge the influence our business activities have on the environment, society, and the economy, and we are committed to operating transparently and ethically in all that we do.

Accordingly, Morson is committed to integrating ESG principles into our operating philosophy and investment strategy where these efforts can contribute to value creation.

Scope

This policy applies to all individuals employed by the Morson Group as well as those engaged with Group in the capacity of consultants, contractors, casual and agency staff (hereafter referred to as “colleagues”). It also extends to our clients, supply chain partners, and stakeholders with whom we collaborate.

ESG Commitment

The Morson Group is committed to integrating certain ESG factors throughout its own corporate operations with a focus on matters that are meaningful to our employees, investors, clients, candidates and communities.

Morson Group has produced an ESG framework “For Tomorrow” which is structured under three core pillars; environmental, social and governance and is underpinned by continual improvement, transparency and accountability.

Environmental Pledge

Manage our environmental footprint by taking a holistic approach to reduce energy consumption, waste and emissions by:

- Managing environmental impacts through an integrated and proactive approach to reducing energy consumption, emissions, and waste.
- Reducing Greenhouse Gas emissions, water usage and waste.
- Embedding responsible procurement principles with consideration for the circular economy.
- Improving energy efficiency and biodiversity outcomes.
- Managing and reporting climate related financial risks in line with regulatory expectations.
- Using resources efficiently to reduce waste and maximise value
- Achieving Science Based Targets (where applicable) and continuously improving environmental performance.
- Maintaining our Environmental Management System in accordance with ISO 14001 (where applicable)
- Maintaining all regulatory environmental reporting requirements (e.g. SECR, ESOS)

Social Pledge

Social value is integral to our business and is founded on our core group values of being Curious, Courageous, Caring and Collaborative. Morson Group is committed to upholding the principles of equity, inclusion and fair treatment for all colleagues, both within and beyond the workplace. We strive to foster a culture of open communication, equal opportunities, and strict adherence to anti-discrimination laws by:

- Championing Equity, Diversity and Inclusion (ED&I) and eliminating discrimination in all forms.
- Supporting human rights and ensuring robust measures against modern slavery.
- Providing a safe and healthy workplace.
- Contributing to communities through volunteering, charitable initiatives and supporting causes that make a tangible difference.
- Supporting education, employment, and skills development through apprenticeships, placements and training to develop the workforce of today, tomorrow and the future.

Social Focus

- Ensure Equity, Diversity & Inclusion (including anti-discrimination) for all colleagues.
- Human rights and modern slavery.
- Employee health and safety.
- Labour relations and practices.
- Customer privacy and security.
- Product and service quality and safety.

Employment and Skills

- Providing our employees with training opportunities and new skills.
- Create equal opportunities for people in the business through the Equity, Diversity, and Inclusion policy decisions.
- Creating employment opportunities within the communities that we work.
- Removing barriers to employment for underrepresented and disadvantaged groups.
- Offering employment opportunities to those who serve or have served in our armed forces.
- Offering work experience days to students.
- Offering apprenticeships in various sectors.

Local Business and Economy

- Procuring goods and services locally where possible.
- Supporting small, medium, micro-sized businesses, social enterprises and minority owned businesses to improve capability and grow sustainably.

Community Engagement

- Carry out volunteering activities that deliver benefits to local communities.
- Working with education and training providers, industry bodies and charities to offer curriculum support and work experience days.
- Working with local charities to deliver additional benefits to the communities in which they work.

Governance Pledge

We are committed to maintaining the highest standards of safety, ethics, integrity and transparency in everything we do whilst safeguarding our people through:

- Robust corporate governance and oversight structures.
- Effective risk management and internal control measures.
- Clear management of conflicts of interest.
- Transparency (including financial and operational reporting).
- Prevention of fraud, bribery, and corruption through stringent controls.
- Continuous compliance with applicable legislation, regulations, and ISO standards.

ESG Monitoring and Engagement

Across our corporate activities, we have identified key ESG topics that are critical to the sustainable growth of Morson Group.

Climate Change Mitigation, Resilience, and Adaptation

We recognize that climate change is a systemic issue, affecting all sectors and geographies. Our goal is to work with all our companies across sectors to drive value through a range of strategic emission reduction initiatives.

We also see energy transition as an attractive value creation opportunity. We have started to assess physical and transition risks across our companies from climate change, and developed resilience responses to these risks, where applicable.

Equity, Diversity and Inclusion

We aim to drive value by supporting our Group companies in the recruitment, development, and advancement of top talent at all levels from a broad range of talent networks. Our Pathways program helps our companies access untapped diverse talent through a culture of inclusivity including the recruitment of veterans across our Group companies.

Good Governance

We believe that good corporate governance is essential for financially sound companies. We support our Group companies to implement good governance practices which is based on transparent decision making, ethical conduct, and effective engagement from the Board of Directors who have the skills to oversee, manage and encourage others.

Engagement

We regularly engage with our employees on ESG matters through surveys, bulletins and meetings as applicable to gather feedback and ensure alignment with our ESG goals. ESG matters are also covered during monthly Board and quarterly Operations Board meetings, with outcomes disseminated to all employees via department/location managers.

Reporting

We are committed to being transparent with our investors, shareholders, and other stakeholders about the Morson Group's ESG initiatives, successes, and goals. Our annual Sustainability Report and Morson Group Annual Report provides updates regarding our ESG program, achievements and future targets.

Responsibilities

CEO and COO

The CEO and COO have:

- Ultimate responsibility for implementing the ESG Policy and embedding ESG principles across all

business activities.

- Ensuring that appropriate resources and governance structures are in place to support ESG delivery.
- Overseeing compliance with statutory, regulatory, and voluntary ESG commitments.
- Delegating day-to-day operational oversight of ESG activities to the HSQE, Legal, and HR Departments.
- Promoting a culture of responsibility, accountability, and continual improvement in ESG performance.

HSQE Team

The HSQE Team are responsible for:

- Day to day operational responsibilities of the ESG Policy.
- Integrating ESG principles within the Health, Safety, Quality, Environmental, and Sustainability Management Systems.
- Monitoring performance against environmental and sustainability objectives and reporting outcomes to senior management.
- Identifying and implementing opportunities for improvement through audits, risk assessments, and management reviews.
- Facilitating ESG-related training and awareness across the Group.
- Supporting environmental reporting and compliance obligations (e.g. SECR, ESOS, ISO 14001).
- Ensuring compliance with all applicable ESG-related legislation, regulations, and industry standards.
- Supporting due diligence processes across the supply chain to ensure ethical and sustainable practices.
- Ensuring transparent, accurate, and ethical communication of ESG performance to stakeholders.

HR Department

The HR Department are responsible for:

- Driving the social aspects of ESG through fair, inclusive, and equitable employment practices.
- Implementing and monitoring the Equity, Diversity and Inclusion (ED&I) strategy across all areas of the business.
- Developing and delivering training, learning, and professional development programmes to build workforce capability.
- Promoting employee health, safety, wellbeing, and engagement through proactive initiatives and support systems.
- Encouraging volunteering and community engagement aligned with the Group's social value commitments.
- Collaborating with the HSQE Department to support workforce reporting, social impact measurement, and modern slavery compliance.

Managers

Managers are responsible for:

- Embedding ESG objectives into departmental planning, delivery, and performance reviews.
- Communicating ESG expectations to their teams and monitoring performance against assigned goals.
- Encouraging staff engagement and innovation in sustainability and social responsibility initiatives.
- Supporting audits, reviews, and investigations relating to ESG.
- Ensuring that risks and opportunities identified within their areas are captured, actioned, and escalated as appropriate.

Colleagues

All colleagues are responsible for:

- Understanding Morson Groups ESG strategic direction.
- Support the implementation of the ESG requirements.
- Acting ethically and responsibly in all business dealings.
- Reporting any actions or concerns which are in breach of this policy to the HSQE Team.

Review

This document is reviewed at least annually or sooner if required to ensure it remains relevant, effective and reflective of Morson Group's evolving ESG strategy and external requirements.

Amendment Record

Issue	Amendments	Date	Issued By
See version 5 to see older amendment record			
6	Full policy re-write	11 October 2024	Josh Stodel
7	Enhancements made throughout the whole document. Responsibilities expanded and ESG Group removed. Document title restructured, was MG HR POL 013.	October 2025	Josh Stodel Katie Hancock
8	Rebrand	December 2025	Katie Hancock

Document Control

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