



Corporate Social Responsibility Statement

Jan 2024

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Corporate Social Responsibility Statement

Ethos Ethos Facilities Ltd has instigated a Corporate Social Responsibility Policy which runs hand in hand with our ISO 9001 accreditation. We believe it is our responsibility and duty to ensure we meet the expectations of our employees, clients, the community and the environment.

We recognise that our social, economic and environmental responsibilities are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

Our focus will include but not be limited to:

Our Employees

- We will offer our employees clear and fair terms of employment and provide resources and training to enable their continual development.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.

Our Business Operations

- We are certified to the quality management standard ISO9001. As such, regular internal and external auditing ensures compliance to applicable laws, regulations and codes.
- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We are committed to continuous improvement in our corporate social responsibility programme and encourage our business partners to strive for similar practice and performance.
- We take seriously all feedback that we receive from our clients, business partners, suppliers and employees and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this Policy.

Our Community

We strive to be a good corporate citizen, recognising our responsibility to work in partnership with the communities in which we operate. We encourage our employees to be actively involved in their local communities.

This can be achieved by:

- Actively encouraging employees to get involved in volunteering and fundraising.
- Sponsoring employees and/or business partners when they embark on a fundraising event.
- Aiming to give our time, experience, assistance and benevolence within our local community wherever possible. In certain circumstances and with the prior agreement of Management, this will be free of charge.

Our Suppliers

Ethos Facilities Ltd is committed to purchasing goods and services in an environmentally and socially conscious manner. We understand the importance of our role in the communities that we service and as such we will seek to support local suppliers, minimise our carbon footprint and choose products made from recycled materials and sustainable sources.

The Objective of our Purchasing Policy is to achieve the following:

- Minimise our impact on the Environment and ensure ethical producers of are promoted.
- Reduce generic and hazardous waste and support our zero to landfill objectives.
- Support organisations who monitor and seek to reduce their carbon footprint.
- Build relationships with local suppliers to bolster the local economy and assist in job creation.

Our Directors recognise that this needs to be a team effort from every part of the organisation and we must endeavour to promote a Sustainable culture to all employees, it is the duty of the Directors of the company to have Sustainability objectives at the core of everything they set out to do and filter this down through the organisation.

Our Purchasing Policy is as follows:

- Ensure where possible all goods and products are purchased from sustainable and ethical sources
- Ensure all paper and cleaning consumables are purchased from recycled and or sustainable sources and where possible ensure that the product carries FSC certification, EU Eco Flower or similar.
- When using sub-contractors ensure that their Purchasing Policy is reviewed and meets with Ethos Facilities sustainability objectives.
- Arrange and monitor deliveries to reduce unnecessary journeys especially into key congestion areas.
- Purchase electric vehicles wherever possible.
- Continue our support of local businesses and make them the first port of call when purchasing goods.
- Encouraging internal purchasers to review their consumption of goods with a view to procuring less and less often.
- Providing training for staff with procurement responsibility on the implications of this policy.

Our Environment

It is the policy of Ethos Facilities Ltd to have its Environmental and Sustainability Objectives at the core of everything we do, we strive to work with other organisation's to achieve real results, only through co-operation with our customers and other similar minded organisation's can we make a genuine difference and ensure a sustainable future for our company, clients and all stakeholders.

Ethos Facilities will strive to:

- Commit to reaching net zero carbon by 2025 for scope 1 and 2.
- Employ systems and procedures that ensure awareness and compliance with all applicable and relevant laws, regulations and other requirements relating to the environment.
- Set documented environmental objectives based on our significant environmental aspects, impacts, compliance obligations and considering our risks and opportunities.
- Provide appropriate training to enhance environmental warned throughout the business.
- Enhance the operational potential of existing equipment and develop and apply robust carbon cutting strategies.
- Ensure where possible all goods and products are purchased from sustainable & ethical sources.
- Make efficient use of energy and water resources and reduce our carbon footprint.
- Implement vehicle trackers on all vehicles to reduce wasted journeys and lessen our impact on highly congested areas.
- Continue to increase our fully electric van fleet and only purchase and operate fuel efficient vehicles therefore reducing our carbon footprint significantly.

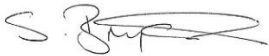
- Continually improve measurement and reporting of waste collected on behalf of all clients.
- Work with other service providers to extend the waste consolidation strategy across our portfolio.
- Ensure we integrate environmental and sustainability considerations into our business decisions.
- Maintain an Environmental Management System (EMS) in accordance with the requirements of ISO 14001:2015

Ethos Facilities Ltd are proud to be accredited Gold and Diamond ribbon member status with the 'Green Achiever Scheme' in recognition of our environmental, objectives achievements and procedures.

As an ISO 14001 accredited company we identify all applicable laws and regulations to ensure that appropriate controls are in place to achieve compliance. This policy is reviewed annually or periodically

if new opportunities to improve our Environmental performance arise.

Signed on behalf of Ethos Facilities Ltd.



Scott Bryceland – Director

Date: 22 January 2024