

Environmental Social and Governance Policy

How Changeology manages environmental, social and governance responsibilities

DOCUMENT STATUS	EFFECTIVE DATE	REVIEW CYCLE
Approved policy	20 February 2026	Annual

Purpose

This policy sets out how Changeology Group Ltd integrates environmental responsibility, social value and ethical governance into its decisions, operations and client delivery. It applies to Directors, employees, contractors and suppliers acting on our behalf.

Our principles

- Meet applicable legal, regulatory and contractual requirements.
- Reduce environmental impacts using evidence, proportionate controls and continual improvement.
- Treat people fairly, protect human rights and promote an inclusive working environment.
- Act with integrity, manage conflicts transparently and maintain clear accountability.
- Measure and report material commitments accurately.

Governance and accountability

The Board is accountable for this policy. A named senior lead coordinates implementation, maintains supporting records and reports material issues to the Board. Everyone working for or on behalf of Changeology is expected to comply with this policy and raise concerns promptly.

Environmental responsibility

- Maintain and publish an annual Carbon Reduction Plan aligned with current government guidance.
- Prioritise remote collaboration and efficient client-site scheduling where this can be done without compromising delivery.
- Prefer rail and public transport over higher-carbon alternatives where practical.
- Reduce paper, packaging, energy use and waste; reuse and recycle wherever feasible.
- Consider environmental performance when selecting accommodation, equipment and suppliers.
- Review material environmental impacts and reduction actions at least annually.

Social responsibility

- Respect internationally recognised human rights and the Ten Principles of the United Nations Global Compact.
- Maintain proportionate safeguards against modern slavery and human trafficking in our workforce and supply chain.
- Support fair pay, wellbeing, inclusion, learning and professional development.
- Use community and social-value commitments only where they are agreed, measurable and reported transparently.
- Continue our B1G1 participation and record contributions accurately.

Ethical governance

- Operate appropriate quality and environmental management controls consistent with ISO 9001 and ISO 14001.
- Prohibit bribery, corruption, fraud, facilitation payments and retaliation against anyone raising a concern in good faith.
- Protect confidential, personal and client information.
- Identify and manage actual or potential conflicts of interest.
- Use clear approval, risk, financial and benefits controls in client delivery.

Speaking up

Concerns may be raised with a director or confidentially through contact@changeology.group. Reports will be considered promptly and sensitively. Changeology will not tolerate retaliation against a person who raises a genuine concern in good faith.

Monitoring and review

The Board will review this policy annually and sooner following a material legal, operational or organisational change. Supporting plans and statements, including the Carbon Reduction Plan and Modern Slavery Statement, are maintained as separate controlled documents.

Approval

Approved by	Role	Approval date	Next review
Marguerite McGinlay	Director	20 February 2026	February 2027