

ESG Policy for escalla Limited

Introduction

At escalla Limited, we are committed to delivering exceptional training solutions while ensuring our business operations contribute positively to the environment, society, and good governance practices. This ESG policy outlines our principles, commitments, and actions to create sustainable value for our stakeholders and to comply with UK regulations and international best practices.

Our ESG framework is built around three key pillars:

- **Environmental Responsibility:** Reducing our environmental footprint and promoting sustainable practices.
- **Social Impact:** Supporting our people, customers, and communities through inclusivity, well-being, and skill development.
- **Governance Excellence:** Ensuring accountability, transparency, and ethical conduct across all business operations.

Environmental Responsibility

We recognise the importance of minimising our environmental impact and contributing to a sustainable future. Our commitments include:

Carbon Reduction & Energy Efficiency

- Reduce energy consumption across our offices and training facilities by adopting energy-efficient technologies.
- Transition to renewable energy sources where possible.
- Encourage remote and hybrid working to reduce commuting-related emissions.

Waste Management & Resource Use

- Implement a robust recycling programme across all locations.
- Minimise paper use by delivering training materials digitally.
- Promote a circular economy by reusing and responsibly disposing of equipment.

Sustainable Procurement

- Work with suppliers who demonstrate strong environmental standards.
- Incorporate environmental criteria into procurement decisions.

Social Impact

As a training company, our mission is to empower individuals and organisations through learning. We believe in creating a positive impact on our employees, learners, and the communities we serve.

Diversity, Equity, and Inclusion (DEI)

- Foster a diverse and inclusive workplace that reflects the communities we serve.
- Ensure equal opportunities in recruitment, promotion, and pay.
- Deliver training content that is accessible and free from bias.

Employee Well-being and Development

- Provide ongoing professional development and training opportunities for our staff.
- Promote mental health awareness and offer access to employee support programmes.
- Maintain a safe and healthy working environment.

Community Engagement

- Partner with educational institutions and local organisations to promote lifelong learning.
- Support volunteering and community-based initiatives.

Customer Responsibility

- Design and deliver training programmes that drive positive societal change, including digital inclusion and skills for green jobs.
- Ensure our services comply with relevant accessibility standards.

Governance Excellence

We are committed to maintaining strong governance structures to ensure integrity, accountability, and transparency.

Ethical Conduct

- Adhere to all relevant UK laws and regulations, including the Bribery Act 2010 and the Modern Slavery Act 2015.
- Maintain a zero-tolerance policy towards bribery, corruption, and unethical behaviour.
- Conduct regular training for employees on ethical standards and compliance.

Data Protection and Privacy

- Comply with the UK GDPR and Data Protection Act 2018.
- Implement robust cybersecurity measures to protect client and employee data.
- Ensure transparent data handling and consent practices.

Risk Management and Accountability

- Identify, assess, and mitigate ESG-related risks.
- Establish clear reporting lines and responsibilities for ESG oversight.
- Regularly review and update our ESG strategy in consultation with stakeholders.

Transparency and Reporting

- Provide regular ESG updates to stakeholders.
- Maintain open communication channels with employees, clients, and suppliers.

Implementation and Continuous Improvement

- The Board of Directors at escalla Limited is responsible for overseeing the implementation of this ESG policy.
- This policy will be reviewed annually to ensure it remains aligned with evolving best practices, legislation, and stakeholder expectations.

Last Review Date: 30/01/2025

Approved by: Lou Mooney and David Ferris (directors of escalla Limited)

escalla Limited is committed to being a responsible business that contributes positively to the world while delivering innovative, high-quality training services.