



# ESG Charter

As a dedicated, conscientious, and forward-thinking business within the FM industry, Churchill Group understands that it is fundamental to embed a positive environmental, social and wellbeing culture in everything that we do.

With this Charter, Churchill commits to continually reduce our environmental impacts, to make a difference in our local communities, and to enable all colleagues to bring their whole selves to work. It underpins our core Group values, to “Always do right, Always seek better and Always put people first”.

## Environment

At Churchill we are an impact focused organisation that embeds environmental considerations within the heart of our operations. We commit to being a transparent, credible, sustainably managed business, that safeguards our environment for future generations.

### Our commitment

- Reduce our carbon footprint and move towards net zero carbon operations
- Build strong, long-lasting relationships with our suppliers, ensuring that products are ethically and responsibly sourced, and of the highest environmental performance
- Create a positive impact on nature and our working environments
- Ensure efficient use of natural resources within our operations
- Report on our progress with transparency and integrity

## Social Value

With the support of our colleagues, clients and partnerships we will create opportunities within the environments in which we work to deliver on our commitments knowing we can achieve more together. Our vision is to create sustainable opportunities to thrive and support people in our local communities.

### Our commitment

- Empower our people to volunteer by giving colleagues time, structured opportunities and resources
- Support communities to create a positive impact to thrive in line with Churchill's Social Value framework
- Foster great relationships to build on our reputation and become a trusted guide
- Share our successes across the business, with our clients & partnerships
- Dedicate ourselves to report on our activity and impact

## Wellness, Diversity, Equality and Inclusion

At Churchill we believe our people are our greatest asset so it's important to us that we foster an environment where all colleagues have a true sense of belonging and feel comfortable bringing their whole selves to work.

### Our commitment

- Provide safe and healthy working environments for all colleagues
- Foster an environment where all colleagues feel heard, seen and truly valued
- Promote a culture of positive psychological safety
- Create equal opportunities for colleague growth

## Governance

Churchill sees innovation as a key component of running our business ethically and sustainably. Corporate Governance is about our ethical leadership and management culture behind the decisions we make and our strategic direction. Churchill will maintain the highest standards of professionalism, integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote continued confidence with employees, clients and other stakeholders.

### Our commitment

- Conduct business in a transparent, honest, and ethical manner
- Integrate sustainability both into business planning and all our business operations
- The balancing of corporate economic priorities to staff, customers, society and planet
- Work closely with our clients to address environmental and social issues specific to their business
- Operate to ISO certified management systems ensuring continual improvement

**Churchill Group Leadership Team**