



# 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
- Work with our supply chain to prioritise sustainable and ethical procurement
- Promote the efficient and responsible use of natural resources
- Create a positive impact on nature and our working environments

## 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

## Social Value

At Churchill our vision is to create sustainable opportunities and support people in our local communities to thrive. 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 in collaboration.

### Our commitment

- Empower our people to positively engage in their communities by giving colleagues time, structured opportunities and resources
- Support our communities, leaving a legacy of positive long-lasting impacts, in line with Churchill's Social Value Framework
- Foster great relationships with charity partners and through social initiatives (or programmes) to build on our reputation and deliver meaningful impact
- Be an ambassador for social value by sharing our successes across the business, with our clients and partnerships

## Governance

At Churchill, corporate governance is the foundation of ethical leadership and responsible decision-making. We are committed to upholding the highest standards of integrity and professionalism. Through continual improvement of our governance frameworks, we aim to foster long-term responsible business practices that earn and maintain the trust of our employees, clients and broader stakeholders.

### Our commitment

- Operate with integrity and ethical leadership, embedding sustainability and continual improvement into all aspects of business
- Balance corporate economic priorities to staff, clients, society and the planet
- Foster innovation and collaborate with clients and vendors to address shared environmental and social challenges
- Report on our activity and impact with transparency, accountability and integrity

**Churchill Group Leadership Team**