

This policy applies to all companies under Churchill Contract Services Group Holdings Ltd to include the following subsidiaries and trading names:

- Churchill Contract Services (CCS)
- Amulet (Churchill Security Solutions) (AMU)
- Churchill Environmental Services (CES)
- Chequers Contract Services Ltd (CHE)
- JV Price Ltd (JVP)
- Gateway Environmental Ltd t/a Vantage (VAN)

## Introduction

Environmental, Social and Governance (ESG) refers to the standards measuring a business' impact on the planet, people, and associated accountability and transparency. Churchill Contract Services Group Holdings Ltd understands the importance of good ESG culture and working practices and commits to operating in a responsible and sustainable manner that benefits the environment, society, and our stakeholders.

Our values of Always Doing the Right Thing, Always Seeking Better, and Always Putting People First, drive our commitment to having a positive impact on the environments we work in; from protecting our planet, to giving back to our local communities, creating prosperous futures for our people, and choosing supply partners that share our passions and ethics.

## Overarching Policy Commitments

We are committed to:

- **Environment:** Embedding environmental considerations into our operations to safeguard the environment for future generations.
- **Social Value:** Creating sustainable opportunities and supporting people in our local communities to thrive.
- **Wellness, Diversity, Equality and Inclusion:** Fostering an environment where all colleagues have a true sense of belonging and feel comfortable bringing their whole selves to work.
- **Governance:** Maintaining the highest standards of professionalism, integrity and corporate governance practices.

## Environment

At Churchill we are passionate about environmental sustainability and safeguarding the environment for future generations. We understand the importance of successfully embedding environmental stewardship into our daily operations and strategic direction.

We are committed to protecting and enhancing the environments in which we work by:

- Reducing our carbon footprint and actively progressing towards net zero carbon operations by 2040 across all areas of our business.
- Collaborating closely with our supply chain partners to ensure that sustainable and ethical procurement practices are prioritised in all sourcing decisions.
- Minimising the use of natural resources within our operations by adopting efficient processes and promoting responsible consumption.
- Striving to create a positive impact on nature and enhance the quality of our working environments through thoughtful design, biodiversity support, and employee wellbeing initiatives.

## Social Value

At Churchill we recognise the significant role we play in shaping the communities in which we operate. We are passionate about having a positive impact on these communities, supporting employment and skills as well as directly engaging through volunteering and fundraising activities.

We are committed to positively impact the communities where we operate by:

- Providing employment opportunities to local residents and those who have faced barriers to employment.
- Engaging in and developing initiatives that create long-term benefits for local communities.
- Supporting local initiatives and charities that support the needs of the community, provide skills and education, and have a positive environmental impact.
- Empowering our colleagues to support delivery in line with our core values.

## Wellness, Diversity, Equality and Inclusion

Churchill is committed to treating all individuals with respect and dignity and to fostering a supportive and inclusive environment where everyone can realise their full potential. We strive to reflect the diversity of our customers and communities in our workforce, ensuring fairness and equal opportunity throughout our recruitment and employment practices. As a responsible employer, we prioritise the health, wellbeing, and development of our people by nurturing ambition, supporting personal and professional growth, and upholding our environmental, social, and ethical responsibilities in everything we do.

We are committed to a positive culture of wellness, diversity and inclusion by:

- Providing safe, healthy, and supportive working environments for all colleagues, ensuring that physical and mental wellbeing are prioritised across all areas of our operations.
- Fostering a workplace culture where every colleague feels genuinely heard, seen, and valued, recognising the importance of diverse perspectives and inclusive engagement.
- Promoting a culture of positive psychological safety, where individuals feel empowered to speak up, share ideas, and raise concerns without fear of judgement or reprisal.
- Dedicating ourselves to creating equal opportunities for all colleagues to grow, develop, and thrive, supporting career progression through fair access to training, mentorship, and leadership pathways.

## Governance

At Churchill we recognise the importance of effective corporate governance across all aspects of business. We are committed to the highest standards of integrity and professionalism, and to embedding continual improvement across our operations.

We are committed to ensuring effective corporate governance by:

- Operating with integrity and ethical leadership, embedding sustainability principles and a culture of continual improvement into every aspect of our business operations and decision making.
- Balancing our corporate economic priorities with the needs of our staff, customers, society, and the planet, ensuring that our growth is responsible and inclusive.
- Fostering innovation and actively collaborating with clients, vendors, and other stakeholders to address shared environmental and social challenges through joint solutions and forward-thinking practices.
- Reporting on our activities and their impact with transparency, accountability, and integrity, maintaining open communication and demonstrating our commitment to responsible business conduct.

## Environmental Social Governance (ESG) v1

CG-P-123

This policy will be formally reviewed annually and updated as required.

Signed on behalf of Churchill Contract Services Group Holdings Ltd

A handwritten signature in black ink, appearing to be "J. Bradley".

J. Bradley, Group CEO

Date: August 2025