

# CELNOR GROUP

## Environmental, Social and Governance (ESG) Policy

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| Policy Title       | Environmental, Social and Governance (ESG) Policy |
| Issued By          | Celnor Group Ltd.                                 |
| Effective Date     | March 2026                                        |
| Review Cycle       | Annual                                            |
| Document Reference | POL-03                                            |
| Version            | 1.0                                               |

### Introduction and Scope

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This Policy outlines Celnor's commitments on Environmental, Social and Governance (ESG) matters and applies to those working within the Celnor Group. Celnor is committed to operating responsibly, supporting the wellbeing of its people and communities, and managing environmental and social impacts with integrity. As a growing group of specialist businesses, we will integrate ESG considerations into strategy, investment decisions and day-to-day operations.

Our approach is informed by internationally established standards, including the UN Global Compact, and we have prioritised the most relevant UN Sustainable Development Goals, focusing on where Celnor can have the most meaningful and measurable impact. We will also use the EcoVadis model to provide a structured, evidence-based framework for developing and assessing our ESG strategy, supporting consistent measurement and continuous improvement.

- SDG 8 - Decent Work and Economic Growth
- SDG 3 - Good Health and Wellbeing
- SDG 11 - Sustainable Cities and Communities

### Responsibilities

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#### Board of Directors:

Owns this Policy, sets ESG ambition and risk appetite, oversees performance, and reviews progress at least annually.

#### Executive Leadership Team:

Implements strategy, allocates resources, integrates ESG into business plans and acquisitions, and reports on performance and emerging risks.

#### ESG Committee:

Coordinates delivery, maintains the ESG framework, sets common metrics, consolidates reporting and recommends improvements.

### **All Colleagues:**

Follow health, safety, environment and ethics requirements; contribute to an inclusive culture; and escalate concerns appropriately.

## **Policy Principles**

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### **Environment**

We are committed to reducing our environmental footprint and supporting clients in managing theirs. Through our technical expertise, such as air and water quality monitoring, environmental risk assessment and compliance services, we help create safer, cleaner and more sustainable environments. Internally, we seek opportunities to reduce waste, improve resource efficiency and adopt practices that minimise environmental impact as we grow.

### **Social**

Celnor fosters a safe, inclusive and respectful working environment. We prioritise health and wellbeing, set clear expectations around safety and encourage social connection across the Group. Wellbeing initiatives, networking opportunities and group-wide activities help colleagues feel supported and engaged. As new businesses join, we focus on consistent, people-centred approaches that support career development and strengthen leadership capability.

### **Governance**

Strong governance underpins our approach. Our Board, Executive Leadership Team and ESG Committee provide clear oversight and accountability for ESG performance. We are committed to ethical conduct, transparent reporting and compliance with relevant laws and regulations. We will continue to strengthen policies and processes that support integrity, manage risk and ensure responsible growth.

## **Arrangements**

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### **Targets, Data & Reporting**

We will set measurable ESG objectives aligned to this Policy, collect data against defined metrics and report performance quarterly to the ESG Committee and annually to the Board. External reporting will be proportionate to the Group's size, maturity and stakeholder expectations.

### **Risk Management & Compliance**

ESG risks and opportunities are integrated into enterprise risk management, acquisitions and key decision-making. Celnor will comply with all applicable laws and expects equivalent standards from suppliers and partners.

### **Training and Awareness**

Celnor will promote awareness of this Policy by providing proportionate guidance and support to employees, including onboarding for newly acquired businesses where appropriate.

## Review

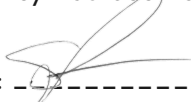
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This policy is reviewed periodically to ensure it remains suitable, effective and aligned with legal requirements, Government guidance and Celnor's governance and wider ESG framework. Any significant updates will be communicated across the Group.

## Approval

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This policy has been approved by the Board of Directors of Celnor Group Limited.

Signed:  -----

Name: Simon Parrington

Title: Group Chief Executive

Date: March 2026