

Environmental, Social and Governance (ESG) Policy

We believe that a commitment to good environmental social and governance responsibilities (ESG) not only makes sound business sense but also complements our core business strategy and corporate values.

Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our ESG considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, report upon and to continually strive to improve our ESG performance.

In developing our strategy and setting out our policy we aim to deliver continuous improvements in our performance year on year. Consequently our policy continues to evolve as we learn lessons along the way.

Our policy comprises of four key areas:

Community

Helping to put something back.

We recognise that we can play an important role in our local communities and we aim to make the communities in which we operate a better place. We encourage and empower our employees to get involved with the local communities and use their skills and where possible the Company's resources to help create a mutual benefit.

People

Finding, supporting and developing great people throughout their journey with us.

We strive to ensure all colleagues enjoy their work and have opportunities to consistently thrive through their expertise. As such, we will look to invest in training and leadership development programmes and we actively look for ways in which we can promote and increase the diversity of our workforce.

Environmental Management

Managing our impact on the environment in a responsible and ethical manner.

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them. We believe this also makes good business sense.

Responsible Trading

Building and maintaining the highest standards amongst our suppliers.

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

The development and implementation of this policy is the responsibility of the Company's Board of Directors.

This policy applies to all employees of CLOSE UK Limited.

Date: February 2024

A handwritten signature in black ink, appearing to be "D. O'Connell", is written over a faint, light grey circular watermark or background.

Signed:

Managing Director
CLOSE UK Limited