

An aerial photograph of a dense forest, showing a variety of tree species including tall, thin evergreens and broader, leafier trees. The forest floor is a mix of green and brown, suggesting a natural, undisturbed environment. The word "eurobase" is overlaid in white text in the upper right corner.

eurobase

Environmental, Social
and Governance

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1. Purpose of this document

1.1 The purpose this document is to set out Eurobase's policy on Environmental, Social and Governance factors (ESG) to our employees, clients, suppliers, and society in general.

1.2. This document forms the basis of our internal ESG policies and has been agreed and implemented by the Group Board.

2. Who is responsible for this document and associated policies?

2.1 The Group Board has overall responsibility for the effective operation of this document and internal policies. They have delegated responsibility for overseeing their implementation. Suggestions for change should be reported to the Group Finance Director.

2.2 This document and our associated policies are reviewed annually by the Group Board. Changes may be made at any time as government guidance develops.

3. Our ESG commitment



Environmental

- Climate Change
- Innovation
- Waste Management
- Natural Resources



Social

- Our people
- Partners
- Society
- Diversity & Inclusion



Governance

- Regulation
- Compliance
- Anti-Bribery & Corruption
- Transparency
- Health and Safety

4. Environment

Eurobase is a low-impact, low-carbon intensive business.

As a responsible business Eurobase recognises that its activities do impact the environment and as such we have a responsibility to minimise this impact. We are committed to complying with accepted environmental practices, including the commitment to meet or exceed applicable legal and other requirements. We have a strategy of continual improvement in minimising our environmental impact. We will, therefore, manage our processes, our materials, and our people in order to reduce the environmental impact of our work.

Our GHG emissions

Eurobase's main impact on the environment stems from our use of resources to run two offices in the UK. We measure our carbon footprint based upon the Green House Gas (GHG) Protocol. This allows us to monitor by office and activity, our carbon footprint and implement, where practical, targets to reduce our carbon footprint.

We measure all our Scope 1 and Scope 2 emissions as well as some Scope 3.

Due to the nature of our company business, we do not use toxic materials or substances in the carrying out of our business. Therefore, our biggest source of carbon emissions is our energy purchased to run our two offices. To combat this, since January 2020, all our electricity purchased comes from 100% renewable sources.

Whilst we may not be a large company in terms of the emissions we generate, we accept that any emissions are not good for the environment. As a result, we have introduced several initiatives that whilst they may appear small, they will have an impact on our total carbon footprint. We recycle all of the waste material which we produce to the greatest extent possible, including but not limited to: paper, cardboard, plastic, toner cartridges and computer equipment.

We encourage staff to reduce motor vehicle usage through a "cycle to work" scheme and the provision of a secure bike shed at our offices in Chelmsford. Carpooling is also strongly encouraged, particularly at our Chelmsford office. Our hybrid working policy has enabled employees to work from home, reducing carbon-intensive business travel, holding virtual meetings wherever possible.

Carbon Neutral

As a responsible company we have been carbon neutral since 2021, through verified carbon reduction projects and planting of trees in the Southeast of England where our offices are located. These projects provide an immediate offsetting of our emissions whilst the tree planting helps provide for the future. We are committed to reducing all our CO₂ emissions by at least 50% by 2030 from a 2018 base. To ensure that we hit our commitment of reducing emissions by 50% we have signed up to the Science Based Target Initiative (SBTi). Science-Based Targets refer to emission reduction goals

that align with the necessary level of decarbonisation to keep the global temperature increase below 2°C above pre-industrial levels, as outlined in the Paris Agreement. SBTi provides criteria, guidelines, resources, and assistance to ensure that our target is in alignment with current climate science. Our climate target must adhere to these criteria and recommendations in order to be recognized by SBTi as science-based.

5. Social

We hold ourselves responsible for delivering positive and inclusive outcomes for stakeholders including our colleagues, clients, suppliers, and the wider community.

People and culture

We value investing in our people as they are at the core of our business. We know that the first step in hiring and retaining the best talent is to create a safe and inspiring workplace where people feel valued. We regularly review the compensation and benefits offered to all employees.

Our Eurobase values: Collaboration, Accountability, Respect and Excellence. These will drive our company culture and help create a dynamic place to work for our people within an inclusive environment where everyone can learn, grow, and thrive.

Equality, Diversity and Inclusion

Equality, diversity, and inclusion are fundamental to the success of Eurobase. Our priority is to create an environment where everybody is equally respected, free from discrimination in respect of gender, ethnicity, religion, sexual orientation, age, or disability. We recognise that everybody has unique strengths and skills, which when fully embraced enable everyone to perform at their best, which ultimately is the driving force behind our success as a business. We are committed to offering equal opportunities to all our people.

Supporting the communities where we live and work

Staff nominate and vote each year on a local charity that we support throughout that year with various fundraising activities.

6. Governance

Eurobase sets its standards high in terms of integrity and ethics for all company staff. We are transparent in the way that we operate and believe that we treat all stakeholders, both internal and external, fairly.

We recognise the importance of corporate governance. We abide by all laws and are compliant with all applicable regulatory and statutory requirements. If any member of staff has a conflict of interest, then they have a duty to disclose that information immediately to a director or the Human Resources department, who will investigate

and take any necessary actions. As a responsible company we are ensuring that our internal policies are current and are adhered to.

As a responsible company we ensure that:

- **We abide by our Anti-bribery policy** – this policy applies to all staff and anyone working directly with Eurobase and we expect them all to conduct business in an ethical and honest manner.

- **Modern slavery** – we have a strong commitment to being a responsible business and as such we work with our clients and key suppliers to ensure that Modern Slavery and Trafficking are not taking place in our supply chains or in any part of our business. As we develop our software in-house we do not have a particularly long or complex supply chain. In the UK and Europe, we work with a small range of suppliers who provide goods and services across several different categories, such as Financial Services, IT and telecoms, marketing, legal and other services. We therefore have close relationships with our suppliers and good visibility of our supply chain, and we do not feel that it is particularly susceptible to labour exploitation or other forms of slavery and human trafficking. Eurobase educates its employees on factors which could indicate that a temporary worker may be subject to undue influence. Employees are actively encouraged to report any suspicious activity to senior management and then onto the relevant authorities.

- **Health and Safety** - Eurobase knows that health, safety and welfare are of paramount importance to our business.
We understand that the most successful way to manage health and safety is to integrate it into our normal business activities. All staff complete mandatory training on the principles of health and safety. This approach allows us to reduce workplace injuries and ill health.

- We are committed to:-
 - Complying with all applicable health and safety legislative and regulatory requirements.
 - Minimising the risk to health in connection with the use, handling, storage and transport of articles and substances.
 - Providing suitable information and training to our staff and those who carry out work on our behalf.
 - Providing a safe place of work, together with a suitable means of access and exit for our staff, suppliers and customers.
 - Providing a safe and healthy working environment, equipment and systems of work.
 - Providing adequate welfare facilities for all staff at each of our offices.

- **Data security, GDPR and Confidentiality** - Eurobase is ISO 9001 and ISO 27001 certified and as such our processes and procedures must comply with these to continue to be certified. As a company we are committed to attaining this certification each year. As a business we ensure that all confidential information including any personal data under GDPR is kept safe. We recognise that we have a duty of care to our staff, clients, and suppliers that data is kept safe and secure and that we are a 'Processor' of data and as such we comply with the Data Protection Act 2018.

At Eurobase, we ensure compliance with the EU Digital Operational Resilience Act (DORA) as part of our commitment to strong governance and risk management. Our Digital Operational Resilience Strategy outlines measures for ICT risk management, incident response, third-party oversight, and testing, aligned with ISO 27001:2022.

For more details, please request to see our Digital Operational Resilience Strategy.