



ESG POLICY

Version 1.0

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INTRODUCTION

Our organisation has always been guided by our core values, and we take great pride in our success as a responsible and ethical business. We have thoughtfully developed our Environmental, Social, and Governance (ESG) model to create a meaningful impact, and we are dedicated to making decisions and policies that safeguard our planet. Our aim is to actively engage our employees, clients, and the wider community, ensuring that ethics, governance, and best practices are seamlessly integrated into every aspect of our work at FSP.

Our values:

True Belonging

- Demonstrating fairness, compassion & empathy
- Ensuring a supportive & inclusive environment
- Everyone is respected for being themselves

Excellence Everywhere

- Operating with pace & consistent high standards
- Driving continuous improvement & innovation
- Delivering remarkable experiences & interactions

Creating Opportunities

- Mutual success, growth & win:win for everyone
- Relentless about learning & challenging ourselves
- Engagement & impact in our communities

ABOUT THIS POLICY

This policy demonstrates our commitment to the planet, our people and being a responsible business. FSP are committed towards building a sustainable future for our business, our people and the communities in which we operate. We aim to make a meaningful impact for all our stakeholders, as well as the world we live in.





RESPONSIBLE LEADERSHIP

To achieve the highest level of success in our ESG efforts, FSP expects all colleagues to be mindful of this policy when making decisions throughout all areas of the business. Our CEO, Simon Grosse, holds ultimate responsibility for overseeing the implementation and effectiveness of this policy. Additionally, we have a dedicated ESG Committee composed of board members who play an essential role in guiding our initiatives and driving our ESG strategy.

The key objectives of our ESG Committee include:

- Emphasize importance of environmental measures, sustainability goals and performance at all levels of the business.
- Provide best practice on the structure, policies and regulations that impact the business
- Increase understanding and awareness of corporate governance and social aspects that impact the industry
- Implement and promote common and workable standards of corporate governance for the business
- Identify opportunities & threats

ENVIRONMENTAL STEWARDSHIP

We aim to embed environmental stewardship in everything we do. We have a responsibility to minimise the energy, carbon, water and waste impacts of our business and recognise that these impacts occur not just in our daily operations, but also through our entire value chain, our supply chain and throughout our industry. As a result, we strive to reduce environmental impacts across the full life cycle of our service, our corporate operations, and make a difference at a wider industry level.

Our core areas of focus in environmental stewardship as a business are:

- Increasing sustainability in our supply chain
- Measuring and reporting – to be cognisant of the Energy, Carbon usage, water and waste from our operations, we measure each stream across our business, and include this in our public annual impact report, that not only showcases our metrics but also our future reduction goals and the steps we are taking to achieve those.





- Reduction and offsetting of our carbon emissions
- Industry leaders
- Pledges and commitments to real change and impact

SOCIAL RESPONSIBILITY

FSP has a deep commitment to social responsibility: it is at the core of who we are as a company. We work hard to ensure that FSP is a great company to work for and has a culture of Belonging. We strive to be an optimal employer to our workforce, and a valued partner to our clients and the wider community.

Our core areas of focus in Social Responsibility are:

- Diversity, Equity and Inclusion
- Pay and Remuneration
- Health & Safety
- Community
- Culture

GOVERNANCE

We are dedicated to establishing a company with resilient ensuring that our corporate governance promotes accountability, transparency, and trust among all stakeholders.

- **Good Governance:** Effective governance is essential for creating and sustaining value for everyone involved. This involves adhering to all relevant laws, regulations, and policies, while integrating our core values into every aspect of our operations.
- **Accountability:** We are committed to taking responsibility for our actions and decisions, ensuring that we uphold the highest standards of integrity and ethical behaviour.
- **Doing the Right Thing:** Our commitment to doing what is right drives us to make decisions that reflect our values and contribute positively to our community and stakeholders.
- **Empathy and Respect:** We embrace a compassionate approach, recognising that these are fundamentals to maintaining a positive, inclusive and productive work environment.

We review our ESG Policy on an annual basis.





Major Revision History

The table below summarises the changes made against a major revision / release of the document.

Version	Date	Author	Change Summary

