

Environmental, Social & Governance (ESG) Policy

Glacier Energy Services Holdings Ltd [Glacier Energy] are committed to establishing and maintaining a business management system that meets the requirements of ISO14001:2015, and the guidance within ISO26000:2010.

The Board of Directors consider the health, safety, welfare, diversity, mental health and working environment of its employees, and others who may be affected by its activities, to be of paramount importance and a key consideration in management disciplines such as production, quality, and service delivery. They also recognise their responsibilities with respect to duties under the Companies Act 2006 and shall include a statement in the Director's Strategic Report of how Glacier Energy are managing our environmental performance, human rights, social & community involvement, and diversity including gender diversity at Board, Senior Management, and whole Group levels.

Commitment to this ESG policy and the complimentary policies is an expectation of every director, manager, supervisor, and employee who works for Glacier Energy Group. Those commitments are:

Effectively Manage ESG Compliance by

- Continue to operate the ESG Steering Group.
- Ensuring accountability, responsibility & the allocation of resources to effectively implement this policy
- Fully integrating ESG considerations into our Management Development Programme including full succession planning.
- Ensure the Supplier Questionnaire and supply chain surveillance continues to apply and monitor the supply chain ESG with a commitment to the move towards Net-Zero.
- Develop and modify training requirements to include Net-Zero awareness.
- Commit to, as far as reasonably practicable, using locally sourced materials and services.
- Partner with our value-stream to encourage Key suppliers and their value-streams to reduce the whole stream's carbon footprint.
- Continue to identify areas throughout our operations, consulting with SMAS & Net-Zero Scotland with an aim of Net-Zero operations.
- Commit to sourcing transport providers with favourable emissions.
- Commit to continuing to source as much energy as is affordable through renewable technologies.
- Continue to commit on our journey to 100% recycled / reused waste.
- Continue to investigate the use of greener Group provided transport.
- Commit to the elimination of paper use at all sites, including where residential at Clients' sites, by continuing to transition our QMS, Equipment Management, Training and Competence records & Inspection reporting to systems such as *Papertrail*.

Find Effective Ways to Minimise Risk by

- Identifying and assessing risk to ESG Compliance and best practice to prevent, control and/or mitigate the risk to the lowest reasonably practicable level (ALARP)

Involve All Employees, Contractors, and Clients by

- Providing appropriate information, instruction, and training
- Encouraging participation of all workers in ESG Sustainability and Net-Zero, Quality, Health, Safety and Environmental impacts & improvements

Demonstrate ESG and Environmental Responsibility by

- Monitoring and reviewing the impact of our day-to-day activities on the local environment
- Testing ESG work methods and emergency routines to improve processes and minimise waste
- Monitoring and review the use of energy, materials, and substances to reduce environmental impact
- Where applicable maintain SSIP *Alcumus Safe Contractor* Accreditation and ESG Certification
- Ensuring waste is disposed of in an environmentally sympathetic manner

Continually Improve Our Performance by

- Setting and implementing objectives and targets
- Taking corrective and preventative action to eliminate reoccurrence
- Sharing & implementing Continual improvement by ESG risk-based surveillance of this policy

This policy statement is endorsed by the Board of Directors and recognises the following signature of authority on their behalf.



Scott Martin
Group CEO

A handwritten signature in blue ink, appearing to read 'S. Martin', written over a white rectangular background.

5/11/2022