



Environmental, Social and Governance Policy

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Revision History

REVISION	DATE	NAME	DESCRIPTION
V1	10/07/2024	Alison Bolton	Initial Policy
V2	15/12/2025	Alison Bolton	Minor amendments

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1. What does the policy cover?

The purpose of this Environmental, Social and Governance Policy (ESG) is to provide information about ESG to encourage the business to have a better understanding of ESG with clear measurable goals and to provide information to third parties when required.

The policy has been agreed by the Directors of Invisu Limited who have overall responsibility for the effective operation of the policy. It will be reviewed annually by the Directors but can be amended at any time as government guidance develops.

2. Policy statement

Invisu Limited strives to contribute towards sustainable, equitable, healthy and diverse communities through a combination of innovative business practices and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our company, collaborate with stakeholders and report progress.

This ESG Policy sets out our approach to sustainability matters. At the heart of the Policy is a culture that has sustainability at the core of all our business operations and values. The Policy is aligned with our values of:

- Be Supportive
- Be Genuine
- Be Creative

3. Our statement on climate change and the environment

We are committed to driving down our energy and carbon impacts.

We encourage our customers to reduce their impact on the environment by recommending the use of more sustainable materials and our invisu software has a direct impact on minimising production line downtime and therefore reducing carbon emissions.

We actively promote a paper free office. We regularly support our clients to avoid printing and we make all endeavours to be a digital-first business.

We seek to comply with all applicable UK environmental legislation and work to minimise the impact of our activities on the environment. All environmental claims we make will comply with the UK Green Claims Code and be supported by evidence.

Practical measures

- Recycling & waste management

- ⇒ We operate an almost paperless system and paper that is used is recycled.
- ⇒ Recycling is actively encouraged, along with a drive to reduce consumables.
- ⇒ We aim to partner with a certified e-waste recycler during 2025 to ensure the safe disposal of electronic equipment.
- Energy efficiency
 - ⇒ Our service providers are currently at 80% renewable energy sources and are working towards 100% renewable energy sources by 2028.
- Carbon footprint
 - ⇒ Following the increase in online meetings during the Covid pandemic, we have maintained a high volume of online meetings, only undertaking face to face meetings where it is essential for relationship building.
 - ⇒ Travel to face-to-face meetings is shared where possible and, as part of this policy, we aim to introduce a carbon offsetting program in 2025.

4. Our statement on social responsibility

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities, investors and suppliers.

We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness.

We will support initiatives that benefit the environment, our community, human welfare and education. This includes skills training that advances workforce talent for our employees and customers and economic development in the communities in which we operate.

We will engage suppliers, customers and employees around safety, health and wellness.

We comply with the Equality Act 2010 and maintain a workplace free from unlawful discrimination.

We will preserve and promote the protection of human rights and welfare within our business activities, as well as those of our supply chain.

Practical measures

- Employee engagement
 - ⇒ We are committed to paying the Real Living Wage to all employees as a minimum.
 - ⇒ We actively promote wellness and work-life balance and there is no expectation for team members to work above their contracted hours.
- Community engagement
 - ⇒ We are a proud Guardian of local Bolton charity Backup North West which provides multiple services across Bolton to young people aged 16-25 who are homeless or at risk of being homeless.

- ⇒ We are a member of Greater Manchester Chamber of Commerce and our CEO has been Vice President, and is now President, of the Bolton Local Business Group. In this role, he is a regular contributor at meetings and events that promote business, social and economic growth and development within Bolton and the wider Greater Manchester community.

5. Our statement on ethical governance

Our focus is to promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of value for our business.

We will maintain strong corporate governance practices through exemplary Board stewardship, management accountability and proactive risk management.

We are committed to high ethical standards that promote a culture of integrity.

We cultivate strong stakeholder relationships through transparency, open communications and responding to stakeholder input.

We establish clear and effective governance for ESG, set goals and establish accountability through our Board of Directors.

Practical measures

- Company values
 - ⇒ Promotion of the company values across all areas of the business.
- Managing risk
 - ⇒ Regular monitoring and review of the risk register encouraging all team members to contribute.
- Communication
 - ⇒ Clear and transparent communications with team members, customers and suppliers.
 - ⇒ Regular team meetings and Board meetings.
 - ⇒ Accountability between team members.
 - ⇒ Concise and timely communications with customers and suppliers.

6. Our business and ESG

ESG is about assessing our net positive impact in the world and taking concerted, defined and measurable action to improve it. Our value rests in our employees, our communities and the wider world. Therefore, ESG forms a fundamental part of how our business lives our values in the real world.

The ethical and practical values that make up the different parts of ESG have always been at the heart of what Invisu stands for. With the growth of ESG and the increased

awareness of these factors among our key stakeholders, we have a better opportunity to tell the story of how Invisu makes a positive impact in the world.

The drive to assess a broader range of factors in a holistic manner, from environmental and climate change considerations to the social issues and how we invest in our people, to the structure of our business and always reaching for better governance, means we can tell our story better. We welcome opportunities to highlight the positive impact we have on the world.

Our customers

Customers are at the heart of our business and we are committed to listening to their concerns, responding to their needs and committing ourselves to customer satisfaction. It is imperative that all our interactions with our customers are reflective of our values:

- Be Supportive
- Be Genuine
- Be Creative

The best customers are those who see us as partners in their own enterprise. We aim to be a company they are proud to work with and recommend.

Our value chain

Ethical procurement is essential to ensure strong collaborations and partnerships, ensuring suppliers and other third parties are committed to ESG principals and can actively demonstrate sustainability and traceability of materials and methodologies that reduce consumption and environmental impact.

Our team

Each member of our team has a vital responsibility to ensure our organisation thrives. At an individual level, each team member has an important role to play in meeting our ESG objectives:

Environmental – We all have a role to play in reducing carbon emissions and getting to net zero. While as a business we are setting organisation level targets, each team member should consider the choices they make and their environmental impact. For instance:

- When travelling are there more environmentally friendly options to take?
- Can some meetings be done remotely instead of travelling?
- Think before printing.
- Does the office have recycling and energy saving measures?

Social – Building a diverse and inclusive workforce where everyone feels value is everyone's responsibility. Each team member understanding their role in bringing people together is critical to our success as a business. From hiring the best talent to encouraging

all staff to thrive, we want a workplace where people proactively work to be the best. Each team member can help by:

- Challenging and reporting discriminatory or offensive behaviour.
- Understanding diversity and inclusion policies.
- Leading by example in your work.

Governance – Good governance goes beyond having the right policies and procedures in place. It's about each team member embedding compliance in their day-to-day work. From completing training on time to actively understanding how regulations affect your work, good governance starts from the individual acting ethically. Take governance to heart by:

- Referring to policies and procedures instead of shortcuts.
- Being aware of red flags and risks in your area of work.
- Not being afraid to call out poor behaviour or report failures.

7. Monitoring and reviewing

Invisu Limited's Board of Directors is responsible for monitoring the effectiveness of this policy and will review the implementation of it on a regular basis. They will assess its suitability, adequacy, and effectiveness.

Any need for improvements will be applied as soon as possible. Employees are encouraged to offer their feedback on this policy if they have any suggestions for how it may be improved. Feedback of this nature should be addressed to the Operations Director.

This policy does not form part of an employee's contract of employment or other contract to provide services and Invisu Limited may amend it at any time.