



## **ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY**

### **Introduction**

Our mission at Unity is to fulfill our duty to providing the upmost standards of delivery to our clients and therefore creating long-term value for our investors and shareholders. Accordingly, Unity is committed to integrating Environmental, Social, and Governance (ESG) principles into our business where these efforts can contribute to value creation. This ESG Policy outlines our company-wide approach to integrating ESG in our business activities.

### **ESG Goals & Objectives**

#### **Environmental:**

- Achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
- To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.
- To reduce our Client's Scope 1 & 3 emissions through our own products and services.
- Continue to maintain accreditation of our Environmental Management System to ISO14001:2015.

#### **Social:**

- To ensure the health and well-being of our employees through our commitment to a safe working environment, providing safe equipment, and training.
- Promote inclusion, and diversity, within the workforce and report on these areas.
- To attract new talent into the industry, as well as retaining, and developing, our existing employees.
- To promote local community engagement through support of local charitable causes.
- Committed to becoming an accredited UK Living Wage employer.

#### **Governance:**

- To demonstrate best practice to applicable laws and regulation, including Anti-Bribery & Corruption, Anti-Slavery & Child Labour, Anti-Tax Evasion, and Conflict Minerals.
- To report the performance of Unity in compliance with regulatory requirements.
- Engaging our workforce at regular intervals through our cybersecurity awareness program to educate our employee population to recognize suspicious activities and report them for investigation.

### **ESG Monitoring & Engagement**

Our materiality assessment provided ESG engagement opportunities for both internal and external stakeholders. Through engagement with our clients during the assessment process, we were able to determine their priorities, and potential risks to their business, relating to ESG matters. This, along with our own internal assessment, has led to Unity implementing an ESG strategy which will not only address risk and opportunities to our business but also that of our clients.

Unity participates annually in an ESG assessment through one of our investors, the British Growth Fund (BGF). This provides an excellent opportunity for Unity to assess, and monitor, our ESG performance against other companies, both within and out with the energy industry, within BGF's portfolio. The results of these assessments are discussed by Unity's ESG Committee to identify areas for continual improvement, initiatives, and potential risks.

### **Reporting**

We are committed to being transparent with our employees, shareholders, and other stakeholders about Unity's ESG initiatives, successes, and goals. Our ESG report provides updates regarding our ESG program, and we provide ESG updates on our website. We value regular, frequent engagement with our stakeholders on ESG matters.

### **Roles and Responsibilities**

Unity's CEO and Senior Leadership Team have ultimate responsibility for overseeing Unity's ESG Policy. The ESG Committee coordinates initiatives across the business to maintain a coordinated approach. The Senior Leadership Team are responsible for supporting and ensuring compliance with additional ESG policies and related standards and overseeing their annual review. The ESG Committee also monitors changes or updates to industry trends, policy, and regulations and provides specialized expertise to the business units as needed. Unity's ESG Committee, which consists of Senior Leadership Team, advises on ESG matters across Unity. The Committee lead ESG efforts to integrate the consideration of material ESG factors throughout the business.

### **Policy Review & Approval**

This policy shall be reviewed every 12 months, as a minimum, by the ESG Committee with ultimate approval from Unity's CEO.

**Gary Smart – CEO**



**Date:** MARCH 4, 2024