



Excellerate Services UK Ltd

Sustainability & CSR Policy



At **Excellerate Services UK** we are committed to conducting our operations in a manner that is environmentally, socially, and economically sustainable. Our sustainability policy aims to integrate sustainability into all aspects of our business activities, ensuring that we meet the needs of the present without compromising the ability of future generations to meet theirs. We strive to create long-term value by embedding sustainability into our corporate strategy and daily operations.

Purpose

The purpose of this policy is to outline **Excellerate Services UK** approach to sustainability and the actions we will take to:

- Minimize environmental impacts.
- Promote social responsibility and well-being.
- Support long-term economic growth and prosperity.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders associated with **Excellerate Services UK**. It covers all aspects of our operations, including resource use, product development, supply chain management, and engagement with communities.

Key Principles

Our approach to sustainability is based on the following principles:

1. Environmental Stewardship:

- **Resource Efficiency:** We are committed to using energy, water, and materials efficiently across our operations.
- **Waste Reduction:** We aim to minimize waste through recycling, reusing materials, and responsible disposal.
- **Climate Change Mitigation:** We will reduce our carbon footprint by adopting renewable energy, improving energy efficiency, and reducing emissions.
- **Biodiversity Protection:** We will strive to protect and enhance biodiversity, both in our operations and through partnerships with local environmental groups.

2. Social Responsibility:

- **Fair Labor Practices:** We will uphold the rights of workers, ensuring fair wages, safe working conditions, and equal opportunities for all.
- **Community Engagement:** We will work with local communities to ensure our operations contribute positively to their well-being and development.
- **Health and Well-being:** We are committed to promoting the health and well-being of our employees, customers, and communities through our operations and products.



3. Economic Viability:

- **Sustainable Growth:** We will drive innovation and operational efficiency to ensure long-term economic success while promoting sustainability.
- **Ethical Business Practices:** We will adhere to the highest ethical standards in all business activities, ensuring transparency and integrity.
- **Supply Chain Sustainability:** We will work closely with suppliers to promote sustainable practices throughout our supply chain.

Objectives

To implement our sustainability policy, **Excellerate Services UK** is committed to achieving the following objectives:

- **Reduce energy and water usage** by [percentage] over the next [timeframe].
- **Minimize waste** by [percentage] and increase the use of recycled materials.
- **Offset carbon emissions** by [percentage], aiming for carbon neutrality by [year].
- **Promote employee engagement** in sustainability efforts through training and initiatives.
- **Work with suppliers and partners** to promote sustainable practices and sourcing.
- **Support local communities** through partnerships, charitable activities, and responsible business practices.

Implementation and Responsibility

- **Management** is responsible for ensuring that this policy is implemented across the organization and for providing the necessary resources.
- **Employees** are encouraged to participate in sustainability initiatives and follow best practices in their daily work.
- **Sustainability Champions** will be appointed across departments to lead and monitor sustainability efforts.
- **Suppliers and partners** are expected to align with our sustainability values and adhere to our ethical and environmental standards.

Monitoring and Reporting

- We will monitor our sustainability performance through regular audits, tracking key metrics such as energy use, waste reduction, and carbon emissions.
- Progress toward our sustainability goals will be reviewed annually, and we will publish a **Sustainability Report** to communicate our achievements and future targets.
- Feedback from employees, customers, and stakeholders will be used to continuously improve our sustainability practices.

Signed on behalf of Excellerate Services UK Ltd



Johan Venter, Group CEO UK & Ireland. Issue Date: 2nd January 2025

