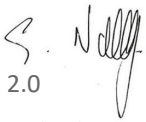
Environmental, Social and Governance (ESG) Policy

Applies to	All employees, workers, volunteers, apprentices, temporary staff
Policy owner	Chief Executive, Graham North
Authorised	
Version	2.0
Last reviewed	20/07/2026
Next review	20/07/2027

1. Policy Statement

Anstey Horne is committed to conducting its business responsibly, ethically, and sustainably. We recognise that effective management of Environmental, Social, and Governance (ESG) matters contributes to the long-term success of our business and creates value for our clients, employees, suppliers, and the communities in which we operate.

Although Anstey Horne is not currently subject to mandatory ESG reporting requirements, we have chosen to adopt the principles of ESG best practice and are committed to continually improving our performance in these areas.

2. Purpose

The purpose of this policy is to:

- Establish our commitment to responsible and sustainable business practices.
- Provide a framework for managing environmental, social, and governance matters.
- Support compliance with applicable legal, regulatory, and professional obligations.
- Promote continuous improvement in ESG performance.
- Demonstrate accountability to our stakeholders.

3. Scope

This policy applies to all employees, directors, consultants, and others acting on behalf of Anstey Horne. It also informs our expectations of suppliers, business partners, and other stakeholders.

4. Environmental Commitment

We recognise our responsibility to minimise the environmental impact of our operations and will:

- Reduce waste generation and promote recycling and responsible disposal practices.
- Conserve natural resources through efficient use of energy, water, and materials.
- Seek sustainable alternatives within our operations and supply chain.
- Improve energy efficiency across our premises and activities.
- Reduce the use of single-use plastics where practical and appropriate.
- Maintain and continually improve environmental management practices.
- Support initiatives aimed at reducing greenhouse gas emissions through improved energy efficiency and, where practicable, transitioning towards cleaner and lower-carbon energy sources.

Current Environmental Initiatives

We currently support our environmental objectives through:

- Segregated waste for all recycling
- WEEE disposal of all IT and electronic items
- Investment, in conjunction with our landlord, to improve the energy performance of our offices.
- Accreditation under ISO 14001 Environmental Management.
- Encouraging virtual meetings in place of face-to-face meetings
- Tracking of CO2 emissions
- Sustainable procurement for office supplies

5. Social Commitment

We are committed to maintaining a safe, inclusive and supportive working environment, protecting the wellbeing and interests of our employees, clients and visitors, and making a positive contribution to the communities in which we operate. We will:

- Promote equality, diversity, and inclusion across our workforce.
- Ensure all employees are treated with dignity, fairness, and respect.
- Provide equal opportunities for recruitment, development, and progression.
- Prioritise the health, safety, and wellbeing of employees and visitors.
- Support community engagement, education, and skills development initiatives.
- Encourage responsible and ethical labour standards.
- Promote responsible supply chain practices by seeking to work with suppliers and business partners who share our commitment to ethical conduct, responsible sourcing and fair labour standards.
- Foster partnerships that support professional development and social value
- Maintaining appropriate levels of professional competence through training, continuing professional development and support for relevant professional qualifications.

Current Social Initiatives

Our social commitments are demonstrated through:

- Provision of the Health Assured Employee Wellbeing Service, offering emotional and practical support through qualified counsellors.
- Mental Health First Aider provision
- Partnership with Oxford Brookes University School of the Built Environment to provide placement opportunities for Building Surveying students.
- Partnership with London Academy of Excellence Tottenham Sixth Form on a range of educational initiatives.
- Accreditation as a Living Wage Employer.
- Development and maintenance of policies relating to Modern Slavery, Equal Opportunities, Health and Safety, and Sustainable Procurement.
- Annual team-building activities for all staff
- Company values include Respect
- Formalised APC program to encourage chartership for our surveyors and regular programme of CPD

6. Governance Commitment

We believe that strong governance underpins sustainable business performance. We are committed to operating with integrity, transparency, and accountability by:

- Maintaining high ethical standards across all business activities.
- Identifying, assessing, and managing ESG-related risks and opportunities to support the long-term sustainability and resilience of the business
- Complying with applicable laws, regulations, and professional standards.
- Preventing bribery, corruption, money laundering, and other unethical practices.
  Maintaining appropriate information security, cyber security and data protection controls to protect the information entrusted to us and support the resilience of our business.
- Managing conflicts of interest openly and transparently.
- Maintaining appropriate systems of financial management and internal control.
- Protecting client interests, information, and funds.
- Maintaining appropriate and transparent procedures for handling complaints and disputes fairly.

Current Governance Initiatives

We support our governance objectives through:

- Regulation by the Royal Institution of Chartered Surveyors (RICS).
- Regulation as a handler of client money, supported by insurance protection for client funds.
- Regulation by RICS as a Designated Professional Body for General Insurance Distribution.
- Accreditation by organisations including the Chartered Association of Building Engineers (CABE), Fire Industry Association, BAFE, Fire Protection Association, and the Institute of Fire Safety Managers.
- Maintenance of Professional Indemnity Insurance, including cover for Fire Safety Claims up to £10 million in aggregate.
- Accreditation under ISO 9001 Quality Management.
- Maintenance of policies covering Anti-Bribery and Corruption, Anti-Money Laundering, Modern Slavery, and related compliance matters.
- Governance matrix to ensure regulated documentation is issued/signed off only by those with the right authority level
- Finance authority matrix to ensure financial sign-off levels are adhered to

7. Roles and Responsibilities

The Board and senior management are responsible for:

- Providing leadership on ESG matters.
- Monitoring compliance with this policy.
- Supporting ESG objectives and improvement initiatives.
- Allocating resources where appropriate to achieve ESG commitments.

All employees are responsible for:

- Acting in accordance with this policy.
- Supporting ESG objectives within their areas of work.
- Reporting concerns relating to environmental, social, ethical, or governance matters.

8. Monitoring and Review

This policy will be reviewed annually to ensure it remains current, effective, and aligned with the organisation's strategic objectives, stakeholder expectations, and applicable regulatory requirements. ESG performance and initiatives will be monitored as part of our commitment to continual improvement.

This policy does not form part of any contract of employment.