



**WHISTLEBROOK**  
INSIGHT FOR FINANCIAL SERVICES

# **Environmental, Social and Governance (ESG) Policy**

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## Revision History

Date	Version	Description	Author
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## **Whistlebrook Limited Environmental, Social and Governance (ESG) Policy**

### **1 Introduction**

At Whistlebrook, we are committed to conducting our business operations in a responsible and sustainable manner. This Environmental, Social, and Governance (ESG) Policy outlines our commitment to integrating ESG principles into our decision-making processes, promoting responsible practices, and creating long-term value for our stakeholders.

### **2 Environmental Responsibility**

2.1. Environmental Compliance: We will comply with all applicable environmental laws, regulations, and standards, ensuring that our operations have minimal negative impact on the environment.

2.2. Resource Efficiency: We will strive to minimize our consumption of natural resources, such as energy and water, by adopting energy-efficient technologies, promoting responsible resource usage, and implementing waste reduction and recycling initiatives.

2.3. Carbon Footprint: We are committed to reducing our carbon footprint by identifying opportunities to decrease greenhouse gas emissions and adopting measures to offset and mitigate our environmental impact.

### **3 Social Responsibility**

3.1. Employee Well-being: We value our employees and are dedicated to maintaining a safe, inclusive, and healthy work environment that promotes their well-being, personal growth, and work-life balance.

3.2. Diversity and Inclusion: We embrace diversity and believe in treating all employees and stakeholders fairly and with respect, irrespective of their race, gender, age, ethnicity, sexual orientation, or any other characteristic protected by law.

3.3. Human Rights: We uphold human rights and oppose any form of discrimination, forced labour, child labour, or any other violation of basic human rights. We expect our employees, suppliers, and partners to adhere to these same principles.

3.4. Community Engagement: We will actively engage with the communities in which we operate, seeking opportunities to contribute positively and support local initiatives through volunteering, partnerships, and philanthropic activities.

### **4 Governance and Ethics**

4.1. Business Ethics: We are committed to conducting our business with the highest standards of integrity, transparency, and ethical behaviour. We will comply with all applicable laws, regulations, and industry codes of conduct.

4.2. Data Protection and Privacy: We recognize the importance of safeguarding the privacy and confidentiality of personal and sensitive data and will implement appropriate measures to protect the privacy rights of our employees, customers, and other stakeholders.

4.3. Stakeholder Engagement: We will maintain open and constructive communication channels with our stakeholders, including employees, customers, suppliers, investors, and regulatory bodies, to ensure their concerns and feedback are considered in our decision-making processes.

4.4. Compliance and Accountability: We will establish systems and processes to monitor and assess our adherence to this ESG Policy. We will regularly review our performance, set measurable targets, and report our progress to stakeholders in a transparent and accountable manner.

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## 5 Implementation and Review

This ESG Policy has been communicated to all our employees and we will integrate ESG considerations into our strategic planning, operational activities, and risk management processes. We will review this policy annually, ensuring its relevance, effectiveness, and alignment with industry best practices and evolving ESG standards.

By adopting this ESG Policy, we affirm our commitment to sustainable business practices, social responsibility, and ethical conduct.