

# ESG Policy

At Sport for Confidence, we are committed to integrating environmental, social, and governance (ESG) factors into our decision-making processes.

We recognise that our business operations have an impact on the environment and society, and we strive to minimise any negative impact while maximising the positive.

## Environmental

- We are committed to reducing our carbon footprint by 15% year on year and have registered a pledge with the EU-backed Race to Zero campaign.
- We work within a shared hybrid office space that prioritises energy-efficient practices, resource optimisation, waste reduction and recycling, and sustainable design.
- We encourage our employees to use environmentally friendly modes of transport like public transport and participate in local tree-planting projects to offset our unavoidable carbon footprint.

## Social

- We are committed to promoting social inclusion and diversity in all aspects of our business.
- We believe that everyone should have access to sports and recreational activities, regardless of their abilities, gender, ethnicity, or socio-economic status.
- We work closely with local communities and disability advocacy groups to ensure that we are meeting the needs of all individuals and promoting social inclusion.

## Governance

- We are committed to maintaining high standards of corporate governance and ethical conduct.
- We have established policies and procedures to ensure compliance with all applicable laws and regulations, as well as ethical business practices.
- We have a zero-tolerance policy for bribery and corruption and ensure that our suppliers and partners share our commitment to ethical conduct. We monitor our ESG performance regularly and make adjustments as needed to ensure that we continue to meet our commitments. We also encourage our employees, suppliers, and partners to share our commitment to ESG factors and work together to create a more sustainable future.