



## ESG Policy

At WashUK Ltd t/a Wash Water, we use the term 'ESG' to describe a comprehensive set of environmental, social and governance matters impacting our company. We put these concerns at the core of our operations.

### *What ESG means for us*

We are following a definition of ESG developed with and by VentureESG which defines ESG across eight issue areas linked to E, S and G respectively.

1. **Environment:** considering the environmental impact from Scope 1 (directly caused by the company, e.g. through facilities) and Scope 2 (indirectly caused, e.g. energy, electricity, waste) to Scope 3 (caused by upstream and downstream activities, e.g. business travel, transportation of the product, customers' energy usage); targeting both measuring but most importantly reducing the impact across all scopes.
2. **Social:**
  - a. **Diversity and Inclusion:** integrating diverse and inclusive practices across all areas of the business (e.g. diversity across all levels of the organization, inclusive hiring practices)
  - b. **Team and working environment:** building a strong culture and being a conscientious employer (e.g. pay gap, parental leave, living wage)
  - c. **Responsible product design:** designing and building products with consideration of the ethical and human implications on the end-user and society
  - d. **Supply chain:** working towards an ethical and environmentally resilient supply chain (including a Supplier Code of Conduct embracing the UN's Global Compact)
3. **Governance**
  - a. **Legal and regulatory:** being on top of and aligned to the latest laws, regulations and compliance standards (e.g. GDPR (and equivalent)).
  - b. **Governance:** having appropriate governance structures in place, according to the company's stage (e.g. board structure, share structure); writing out a code of conduct (committing the company to high ethical standards); adopting a whistle-blower policy.
  - c. **Data privacy and security:** instilling a strong culture of trust, responsibility and best practice (e.g. with internal systems) around data



### *How we operationalise ESG in Wash Water*

- ESG responsibility: while every member of our team is concerned with and thinks along the lines of ESG when making decisions, we have assigned the overall responsibility for ESG to Sam Johnson – Company Manager. Our approach to ESG will be discussed regularly in our meetings (at least once a year).
- Hiring and working environment: we are committed to hiring a diverse team and providing an inclusive working environment.
- Good governance: all our decision making is committed to good governance principles; across these bodies, we track a range of diversity metrics (e.g. gender/ethnicity of team and advisory board).

Any employee who has questions about this policy or requires further information about ESG should contact the Sam Johnson.

Approved By KJD (Director) Date 7th/1/25

### *Issue History*

| Issue No. | Date of change | Summary of change |
|-----------|----------------|-------------------|
| 1         | 07/01/2025     | First Issue       |