WHITETREE

ESG STRATEGY

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WHITETREE GROUP LTD

Document Information

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Document Revision

Date	Revision Number	Details of Revision	Author	Approval

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Whitetree Group Limited is registered in England under no. 11365046 VAT No.: GB 303 8548 09

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WHITETREE

1. Introduction

At Whitetree, our commitment to sustainability is embedded in our core values and reflected in our Sustainability Charter. We recognise the importance of Environmental, Social, and Governance (ESG) factors in driving responsible business practices and creating long-term value for our stakeholders. Our ESG strategy is designed to integrate these principles into our operations and business model, focusing on our unique position as a management consultancy company in the UK that primarily sells services and relies on people and partner companies to deliver those services.

2. Environmental Stewardship

2.1. Carbon Neutrality and Emissions Reduction

We conducted a comprehensive assessment of our carbon emissions across our operations, including Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased electricity), to establish a baseline and set targets for emissions reduction. We implemented measures to minimise our carbon footprint, such as promoting telecommuting, optimising travel routes, and investing in renewable energy sources where feasible and report on this annually.

See our Carbon Reduction Report for more details.

2.2. Resource Efficiency and Waste Reduction

We will identify opportunities to improve resource efficiency and minimise waste generation throughout our operations. This includes initiatives such as transitioning to digital documentation and communication to reduce paper usage, implementing energy-efficient practices in office spaces, and optimising resource utilisation in project delivery.

2.3. Sustainable Procurement Practices

While our supply chain primarily consists of people and partner companies, we will ensure that our partners share our commitment to sustainability and ethical practices. This involves conducting due diligence on partner companies to assess their environmental performance, ethical conduct, and adherence to relevant standards and regulations.

See our Sustainable Procurement Strategy for more details.

3. Social Responsibility

3.1. Employee Wellbeing and Health & Safety

We prioritise the health, safety, and wellbeing of our employees and partners. This includes providing a safe and supportive work environment, offering access to resources for mental health and well-being, and implementing measures to promote work-life balance and employee satisfaction.

See our Health & Safety Policy for more details.

3.2. Equality, Diversity and Inclusion (EDI)

We are committed to fostering diversity, equity, and inclusion within our workforce and partner network. This involves implementing policies and initiatives to ensure equal opportunities for all individuals, regardless of race, gender, age, disability, sexual orientation, or background, and promoting a culture of inclusivity and belonging.

See our EDI Policy for more details.

3.3. Community Engagement and Social Impact

We actively engage with local communities to address social challenges and contribute to positive social change. This includes volunteering, philanthropy, and pro bono consulting services to support community initiatives, non-profits, and social enterprises aligned with our values and mission.

See our CSR and Social Value policies for more details.

4.   Ethical Business Practices

4.1.   Integrity, Transparency, and Compliance

We uphold the highest standards of integrity, honesty, and transparency in all our business dealings. This includes strict adherence to ethical principles, legal requirements, and industry standards related to environmental protection, human rights, labour practices, and anti-corruption.

See our Ethics Policy for more details.

4.2.   Supplier Due Diligence and Ethics

We conduct thorough due diligence on our partner companies to ensure they share our commitment to ethical business practices and sustainability. This involves assessing their environmental performance, social responsibility initiatives, ethical conduct, and compliance with relevant regulations and standards.

See our Sustainable Procurement Strategy for more details.

5.   Continuous Improvement

5.1.   Goal Setting and Performance Monitoring

We set ambitious goals and targets to drive progress towards our sustainability objectives, regularly monitoring and evaluating our performance against key performance indicators (KPIs) and benchmarks. This includes tracking our carbon emissions, resource usage, waste generation, and social impact metrics to assess our progress over time.

5.2.   Stakeholder Engagement and Feedback

We actively engage with stakeholders, including employees, partners, clients, and communities, to solicit feedback and input on our sustainability initiatives. This involves conducting surveys, focus groups, and stakeholder consultations to identify opportunities for improvement, innovation, and collaboration.

6.   Leadership and Collaboration

6.1.   Industry Leadership and Best Practices

We aspire to be leaders in sustainability within our industry and beyond, setting an example for others to follow. This involves sharing best practices, lessons learned, and success stories through industry forums, conferences, and publications to inspire and motivate others to adopt similar sustainability initiatives.

6.2.   Partnership and Collaboration

We collaborate with partners, suppliers, and stakeholders to leverage collective expertise and resources, driving positive change and innovation in sustainability practices. This includes forming partnerships with organisations, academia, and government agencies to support research, innovation, and policy advocacy in areas such as climate change, social justice, and environmental conservation.

See our Partnership & Collaboration Policy for more details.

7.   Reporting and Transparency

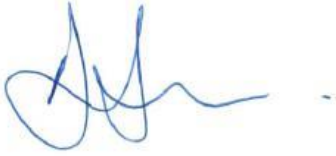### 7.1.   ESG Reporting and Disclosures

We provide transparent reporting on our ESG performance, initiatives, and impacts to stakeholders through regular sustainability reports, disclosures, and communication channels. This includes publicising our achievements,

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challenges, and progress towards our sustainability goals to demonstrate our commitment to accountability and transparency.

By implementing this detailed ESG strategy, Whitetree reaffirms its commitment to making a positive impact on the environment, society, and economy, in alignment with its Sustainability Charter. Together, we can work towards creating a more sustainable world for current and future generations.

8. Approvals

Signed:

Printed: David Brown, CEO

Dated: 12th December 2023