



# ESG Policy

Guiding principles for a sustainable and responsible business

# ESG Policy

United Capital are consolidating the fragmented UK de-carbonisation sector, having formed a group geared towards sustainability, capable of delivering the government's largest eco and renewables projects. The group delivers the full suite of renewable services, transitioning the built environment to complete sustainability.



## Our Planet

Our planet first approach to business has our group focussed on operating sustainably, whilst supporting our clients to become more sustainable. We have committed to net-zero by 2030, implementing rapid change policies across the group including paperless operations, switch to electric vehicles, adoption of renewable power supplies at all offices.



## Our People

We believe in communities, and we want to participate positively, and actively in all communities in which we operate. By investing in the well being and careers of our employees, and continuously finding new local initiatives to support in our neighbourhoods, United Capital will ensure more fulfilling employment, and better lives for all of our people.



## Our Policies

We are committed to be better tomorrow than we were today, and our policies for continuous review and improvement will ensure we never stagnate. We continue to adopt new initiatives as they are created, and will ensure we lead from the front in terms of our adoption of legislation, guidance, and accreditations. United Capital will always be a modern, progressive, and dynamic workplace.



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In order to address and monitor our key ESG issues United Capital has implemented, in conjunction with this ESG policy, a number of ESG initiatives and Key Performance Indicators (KPIs) which will be reported to the Board on a regular basis. Active participation and engagement at all levels of the business is of great importance to ensure ownership of ESG by all staff. As a minimum, United Capital endeavours to maintain compliance with legislative requirements. United Capital will ensure that this policy is reviewed and updated annually, or as required.

## Our Initiatives



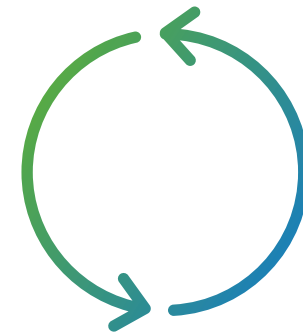
### External Audit

Full audit & report produced annually by appointed external ESG advisors



### ESG Forum

Internal employee forum to curate progress and report directly to board



### Continuous review

On-going review and adjustment of ESG policies throughout the year



# ESG Policy

## Our KPIs

12%

annual reduction in  
carbon footprint

2030

net-zero target

5%

of annual profits  
invested into “**people  
policies**” including  
community causes



united capital