



Environment, Social, Governance - **Kingdom CARE**

Policy Owner: Head of Compliance Centre

Version 22/01/2026

Policy Content

1. Our Commitment
2. Our Policy
3. Who does this policy apply to?
4. Who's responsible for this policy?
5. Environmental Responsibility
6. Social Responsibility
7. Governance – Keeping High Standards
8. Measuring our impact
9. Supporting Policies

Our Commitment

At Kingdom, we're committed to creating a culture that puts sustainability, fairness, and strong governance at the heart of everything we do. We're proud to support our colleagues, customers, and communities as we take real action on **Environmental, Social and Governance** (ESG) issues.

At Kingdom, **our CARE values shape everything we do**. We **CARE** about:

- The **DIVERSITY** and inclusion of our colleagues.
- The **WELL-BEING** of our colleagues and their families.
- Creating **BETTER FUTURES** for the next generation.
- Supporting the **COMMUNITIES** we live and work in.
- Building lasting, meaningful **PARTNERSHIPS**.

We invest in moving our company and industry forward, supporting our workforce, customers, partners, and communities today and for the future. We take the following reasonable steps to:

- Promote awareness and provide training to all managers on the impact of environment, social and governance factors that affect our company and industry.
- Promote the principles of ESG across all activities within Kingdom.
- Review all internal policies and procedures relating to ESG principles on an annual basis.
- Set measurable environmental, social and governance targets for the organisation and report the progress made in achieving those targets to our colleagues, clients and



suppliers on an annual basis.

- Monitor how this policy is working in practice.

Our Policy

This policy shows how we take action on ESG factors, ensuring that Kingdom operates sustainably, fairly, and responsibly. It's designed to guide our team and our stakeholders, setting out clear goals and expectations.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

We ensure collective responsibility for ESG by sharing our policy with all colleagues and clients through our **CARE** App

Our ESG policy is **reviewed annually** by our Compliance Centre.

1. Who does this policy apply to?

This policy applies to everyone at Kingdom, from our colleagues and managers to our supply partners (together we are stronger)

4. Who's Responsible for This Policy?

We all share responsibility for ESG at Kingdom, but our **Group Review Board** lead the way, working closely with our **Compliance Centre**. Together, they ensure our ESG principles are cascaded into our business and woven into everything we do.

5. Environmental Responsibility

Protecting the environment is central to Kingdom's values, and we're committed to running our business in a way that respects the planet. We

aim for **net-zero emissions by 2050**, with a **42% reduction in Scope 1 and 2 emissions by 2033**, cutting 4.2% each year. We will also aim to **reduce our Scope 3 emissions 20% by 2035**.

We'll also:

- Minimize waste and use resources efficiently.
- Manage and dispose of waste responsibly.
- Implement water-saving technologies and equipment in operations, with aim to keep our usage under **2%**.
- Deliver training to all colleagues on environmental awareness.
- Share our environmental performance with colleagues, clients, and stakeholders.
- Consider environmental factors in all our planning and decision-making.

6. Social Responsibility

We're proud of our strong presence across the UK, and community outreach is a big part of what we do. Supporting both local and national charities is central to our **CARE values**, and we review our charity partnerships annually to ensure fair representation.

We also:

- Encourage our colleagues to volunteer in their communities, with Kingdom's full support.
- Work with our clients to back their charity and community initiatives whenever possible.

7. Governance – Keeping High Standards

At Kingdom, we take governance seriously, holding key accreditations in ESG, DEI, and Health & Safety. These include:

- **ISO9001**: Quality Management.
- **ISO14001**: Environmental Management.
- **ISO27001**: Information Security.

- **ISO45001:** Health & Safety Management.

We comply with all government reporting requirements, from the **Modern Slavery Statement** to the **Gender Pay Gap Report**. We're also working towards:

- **ISO50001:** Energy Management by 2030.
- **ISO37001:** Anti-Bribery Management by 2028.

For the sake of brevity, our full governance list is available on request from our Compliance Centre (compliancecentre@kingdom-co-uk)

8. Measuring our impact

We believe in **actions, not just words**. Every year, we'll publish our **ESG goals** and an **annual statement** to track our progress and show how far we've come

9. Supporting Policies

This ESG policy is supported by other Kingdom policies, including:

- Anti-Tax Evasion Policy.
- Diversity, Equity, and Inclusion Policy.
- Ethical Trading – Supply Chain Policy.
- Health, Safety, and Wellbeing Policy.
- Modern Slavery Policy.