

ESG Policy

Environmental Social Governance

ESG – Environmental, Social Governance

Introduction

Delva Patman Redler LLP recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. We will encourage customers, suppliers and other stakeholders to do the same.

This policy will inform our ESG efforts moving forward. This includes, but is not limited to reporting, disclosures (both material and non-material), business practices, policies, procedures, board activities, stakeholder engagement, and investor relations.

Nothing in this policy shall be taken or understood to limit or reduce our current commitments, both legally and ethically.

Purpose of this Policy

The purpose of this policy is to provide information about ESG (Environmental, Social and Governance factors) and to encourage the business to understand ESG better.

This policy has been agreed upon by the company directors.

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.

DPR endeavours to comply with all relevant regulatory requirements as well as continually improve and monitor environmental performance to help and reduce environmental impacts. DPR is also committed to increasing employee awareness.

Responsibility

Sara Porcino, Office Manager, is responsible for ensuring that this environmental policy is implemented, however, all employees have a responsibility in their area to ensure that the aims and objectives of this policy are met.

The Partners and Line Managers have day-to-day responsibility for this policy, and you should refer any questions about this policy also to them.

This policy is reviewed annually by the Office Manager. Changes may be made at any time as government guidance develops.

Our ESG Commitment

DPR strives to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business,

including how we design and build new projects, operate our company, collaborate with stakeholders and report progress.

This ESG Policy sets out our approach to sustainability matters. At the heart of the Policy is a corporate culture that has sustainability at the core of all our business operations and values.

Our Statement on climate change and the environment

DPR is committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, our people, and the wider community.

DPR encourages our customers to reduce their impact on the environment by recommending the use of more sustainable materials. DPR actively promotes a paper-free office. We regularly support our clients to avoid printing and we will make all endeavors to be a digital-first business.

DPR seeks to comply with current environmental legislation and work to minimise the impact of our activities on the environment.

Our statement on social responsibility

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers and suppliers.

DPR is committed to engage with the employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness.

DPR will engage suppliers, customers and employees around safety, health, and wellness.

DPR will preserve and promote the protection of human rights and welfare within our own business activities, in accordance with our Modern Slavery Statement, Health and Safety Policy, Mental Health and Wellbeing Policy, Equality and Diversity Policy.

Our statement on ethical governance

DPR focus is to promote strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of value for our business.

DPR will maintain strong corporate governance practices through exemplary board stewardship, management accountability, and proactive risk management.

DPR is committed to high ethical standards through executive leadership that promotes a culture of integrity.

DPR cultivates strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.

DPR establish clear and effective governance for ESG, set goals and establish accountability through our board of Partners.

ESG and our reputation

ESG is fundamental to our reputation as a business. Reputation is built through frequent and repeated interactions with stakeholders. When those interactions are positive, our business, and our reputation, can thrive. In an uncertain economic climate, positive reputation is one of the key drivers to long term success.

DPR wants all our stakeholders, from customers to our people, to be proud to be a part of our business. Part of that pride is understanding how our business makes a positive contribution to the world.

- Environmental - Environmental sustainability is an ethical and commercial imperative. Managing our carbon footprint goes hand in hand with the strategic necessity to operate efficiently. DPR commitment to tackling climate change at a corporate level is fundamental to our strategic objectives.
- Social - Our people make up our business. Intellectual capital is core to our clients, our business model and our long-term sustainability as a business. DPR aims to foster an environment that values and nurtures unique talents and contributions from every individual within a culture of inclusivity. While we have progress to make, we are committed to cultivating and empowering change by building an inclusive workplace where all talents can thrive.
- Governance - Good governance is foundational to our business, and all aspects of ESG. DPR cannot thrive without paying attention to our compliance obligations. Our business seeks to go beyond the concept of 'box-ticking' and embed compliance into the heart of our business.

Our responsibility to our customers

DPR has an obligation to its customers to offer them the best service. Customers are at the heart of our business, and without these partnerships our business wouldn't exist. Part of that commitment to customers is about responding to their needs, hearing their concerns and committing ourselves to customer satisfaction.

ESG and our value chain

Our business does not operate in isolation; almost no company does. Value is created through collaboration and partnerships. Similarly, risks can come from not anticipating problems, gatekeeping, and hiding critical information. Traditional risks in supply chains were generally about quality, cost effectiveness and reliability. But seen through an ESG lens, the holistic nature of the third parties, from how they source raw materials to how they treat workers and comply with accepted standards are just as vital.

A workforce health and safety incident, labour dispute or allegation of corruption can have serious impacts on stakeholders up and down the value chain. The value chain matters, and it is connected. Customers are increasingly voting with their feet and putting pressure on companies to act with ethical decisions in mind.

Ethical procurement gets to the heart of the value chain. When we consider the entire value chain, from raw material supplier to end use customer, we can better understand the needs and impacts of our business's decisions within those relationships. Ethical procurement within the context of ESG means paying attention to the carbon impacts of a supplier, and the labour practices of an end-user.

How to procure ethically

Risk assessments: Undertake risk assessment of the value chain in order to identify key vulnerabilities based on supplier and customer needs.

Real-time tracking: Real-time tracking and traceability over suppliers and movements of goods and services.

Screening, risk-ranking & monitoring: ESG due diligence on suppliers to evaluate and rank them based on their ESG profile and track record, and monitoring for ESG breaches.

Investigations: Investigate ESG incidents that take place in the value chain, have remediation plans ready and manage financial and reputational damage.

Incident response management: Build robust internal governance frameworks to respond to ESG issues in the value chain.

Monitoring and enforcement

We seek to proactively prevent and mitigate instances of non-compliance with this ESG policy.

Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards should be reported as soon as possible through our whistleblowing channels.

Progress on this policy is reported to the Office Manager 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. At minimum, DPR endeavors to maintain compliance with legislative requirements.

Delva Patman Redler LLP
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