Corporate Social Responsibility and Sustainability Policy Statement

This policy statement relates to all employees at Energys Group Limited (comprising of Energy Conservation Solutions Ltd, Cube Lighting & Design and Cube Solar Installations Limited).

Energys Group is a sustainability conscious and environmentally responsible organisation; who strive to be a good corporate citizen and as such acknowledge the potential impact our operations may have on the environment and communities in which we operate.

This policy has been endorsed by senior management who fully support its implementation. Senior management, in co-ordination with our Compliance Manager are responsible for ensuring that it is communicated, understood, implemented and maintained at all levels within the organisation.

We are committed to the continual improvement of our Corporate Social Responsibility (CSR) performance. This has been facilitated through the setting of objectives. These objectives have been documented, allocated targets and are regularly monitored and reviewed. The results of which are communicated throughout the organisation and available to interested parties as appropriate.

As an organisation, we are committed to ensuring that we:

- Comply with all compliance obligations (legal and otherwise); including codes of practice and guidance produced by regulatory bodies to assist where appropriate
- Provide all employees with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy, within their role
- Maintain our ISO:14001 environmental management system
- Prevent pollution to the environment; striving to integrate sustainability best practice and socially responsible outcomes into our business operations
- Minimise waste to landfill by reducing waste generation and by segregating and recycling waste where economically and operationally feasible
- Use energy, water, materials and other natural resources as efficiently as possible, giving particular regard to the long-term sustainability of consumable items
- Identify, quantify and reduce our carbon footprint and apply the reduction hierarchy (avoid, reduce, substitute), using verified offsetting only as a last resort for residual emissions
- Consider the sustainability and socio-economic impact of the goods and services we procure as well as the goods and services we provide to customers
- Work with local businesses, neighbours, partners or suppliers to encourage commitment to and improvement in our local environment and community

This policy will be communicated to all employees and organisations working for or on our behalf. Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.

Sustainability Policy

Energys Group was created to reduce energy consumption, with sustainability at the top of our agenda. We are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations. We undertake this by developing low energy products with our manufacturing partners and then demonstrating the benefits to our potential customers. This is done through site surveys which will detail their potential energy savings.

Our policy is to only provide products that will save energy. When we choose cars and vans for the business, energy efficiency is a major consideration and we do have an electric vehicle in our fleet. We have reduced paper consumption by saving files electronically (Finance, Logistics, and Operations).

In all our actions as a business we endeavour to improve sustainability of everything we undertake.

We will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance. We will regularly review these targets. We will:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce
- Reduce the use of energy, water and other resources
- Minimise waste by reduction, re-use and recycling methods
- Comply with all relevant environmental legislation/regulation
- Ensure that our policies and services are developed in a way that is complimentary to this policy
- Identify and provide appropriate training, advice and information for employees and encourage them to develop new ideas and initiatives
- Provide appropriate resources to meet the commitments of this policy

Energys Group is ISO:14001 accredited through NQA. The Certificate of Registration is IMS-2323. Energys Group is ISO 14064-1 verified through NQA.

ESG Strategy and Policy Suite

This statement is given effect through the Energys Group ESG Strategy and Policy Suite which sets out our Environmental, Social and Governance strategy for 2026–2030 and is supported by the following controlled policies:

- Environmental: Environmental Policy; Circular Economy and Waste Policy; Sustainable Procurement and Supply Chain Management Process Policy
- Social: Health and Safety Policy; Wellbeing Policy; Equal Opportunities Policy; Fair Employment and Skills Policy; Community and Social Value Policy
- Governance: ESG Governance and Reporting Policy; Anti-Bribery and Fraud Policy; Whistleblowing Policy; Supplier Code of Conduct; Data Protection and Privacy Policy; Cyber Security Policy

Social value and community

We treat social value as we treat our engineering projects: it must be measured, auditable and verified. We will:

- Report social value using the principles of BS 8950 and the National TOMs framework, building on our Constructionline Social Value certification
- Maintain a portfolio of community initiatives and record every activity on our Community Activity Log and Social Value Tracker
- Uphold the Armed Forces Covenant, which we have signed
- Make every public ESG or sustainability claim only where it can be substantiated by evidence, to avoid overstated or unverifiable claims



Signed: _____ Date: 1st November 2026

Kevin Cox
Managing Director
On behalf of Energys Group

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