

Excelerate Ltd Sustainability Policy

Introduction

With a finite level of resources, our world must be cared for responsibly and sustainably. We at Excelerate Ltd are fully aware of the potential impact our industry has upon the environment and strive to promote fully circular supply chains by selecting manufacturer's sensitive to the delicate natural balance that surrounds us..

Scope

This policy applies to the products within our supply chain and the associated services, such as transportation.

Policy elements

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains. Through this policy we:

- Commit to comply with applicable law in all our operations.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Commit to minimise our impact on our environment and maximise the effective use of resources.
- Commit to foster responsible environmental behaviour amongst staff at all levels.
- Commit to minimise risks and impacts through processes and systems to implement, measure and monitor environmental and social performance.
- Commit to increase communication and awareness of our efforts.

Principles

People

We will:

- comply with legislation such as the Modern Slavery Act 2018 and Bribery Act 2010.
- provide a safe and healthy workplace.
- support diversity and inclusion.
- supporting the surrounding community by looking to employ local people where possible.
- create useful opportunities for development of skilled local workers.
- engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry and government.
- avoid harming the lives of local people.
- support local businesses to ensure they are prepared for and provided with opportunities to participate.
- encourage our employees to volunteer via programs organised internally or externally.

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- support local charities by donating time e.g. staff participation in volunteering days.
- look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other.
- promote long-term economic benefits within communities.

Environmental

We will:

- comply with all laws governing the environment.
- strive to better understand both the direct and indirect impact that our practices may have on the environment.
- minimise or offset our impact on the environment.
- work towards the conservation of energy, water and resources in all our operations.
- dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- lessen our environmental impact by purchasing environmentally-friendly products and services.
- take steps to continually improve environmental performance.
- protect and support biodiversity.
- conduct audits, evaluations, and self-assessments of the implementation of this policy.
- work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- be an environmentally responsible neighbour in our community.
- promote environmental awareness throughout all operations of the company.
- foster a sustainably aware culture, where responsibility is assigned and understood.
- strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

Economic

We will:

- consider and support sustainability initiatives with a strong business case.
- integrate sustainability into our existing business models, accounting and reporting.
- add value to our products and services to support sustainability markets.
- reduce operating costs through improved resource management eg, water, waste, energy, carbon, employee engagement.
- manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- reduce reputation risks and communicate actions.