

Environmental, Social & Governance Policy

Introduction

At Blue Sky, we recognise that Environmental, Social and Governance (ESG) factors are critical to the success of our business, as well as to the sustainability of the planet and the wellbeing of society. We also understand the importance of making transparent disclosures of detailed, relevant information that will help our stakeholders gain greater insight of our progress and performance throughout our ESG journey. As we recognise that our stakeholders are increasingly interested in our ESG performance, we have decided, this year, to publish a more detailed document that sets out more information about our ESG performance and our sustainability roadmap.

We are proud to partner with our customers, many of whom who are already leading the way in the shift towards a low carbon economy.

We recognise the urgent need to address climate change and transition to a more sustainable world. In line with the Paris Agreement, we have commenced our transition to become a business that has net zero emissions. We are aware that we must grow sustainably and build operations that embrace decarbonised energy systems.

Our approach to corporate social responsibility is not limited to responding to the environmental issues that have implications for the climate crisis; we also address a range of issues that fall within the broader environmental, social and governance (ESG) framework. We are conscious of the impact we have on our local communities and the societies in which we operate. This starts with safety and ensuring the health and wellbeing of our workforce.

Good governance is important because it ensures transparency, accountability, and effective decision-making within an organization, promoting trust and confidence among stakeholders.

In 2024, we decided to develop our ESG framework. Our Leadership team met and discussed our sustainability ambitions. We agreed to set up sustainability steering committees to drive and own the delivery of our work programme across our sites. We have encouraged all our sites to identify local initiatives that they can adopt to improve their ESG performance. (Site ESG framework rollout – BSIU ‘red lines’)

- **LED lighting**
- **Green energy supply**



- **ESG Steering committee**
- **ESG performance measures and reporting**
- **Carbon neutral**

Through the ESG Steering committee, we will ensure regional accountability and ownership for our sustainability agenda.

Our target is to have the framework above in place, delivering, by the end of 2024.

Key policy principles:

- **Responding to the challenges of climate change**
- **Reducing our energy consumption**
- **Using natural resources or energy more efficiently**
- **Reducing our emissions, releases and waste**
- **Responsible sourcing**
- **Making our services more sustainable**
- **Protecting the environment**
- **Monitoring the company's environmental performance**

Geoff Mornard

A handwritten signature in blue ink, appearing to read "Geoff Mornard".

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Managing Director