

Environmental, Social and Governance Policy

SGE aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimise the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily operations but also through our procurement and delivery chain. As a result, we strive to reduce environmental impacts across the full life cycle of our head office and warehouse facilities and our service delivery operations.

SGE are committed to driving down our energy and carbon impact, as we believe that climate change is one of the greatest risks to our world and know that buildings contribute 40% of global greenhouse gas emissions. Our long-term environmental performance objectives, at the heart of our ISO 14001:2015 certification, address energy and water consumption, transfer to pure electric vehicles powered by renewable sources, and minimising our waste production year on year.

Because we control only a small part of our total environmental footprint, it is critical that we engage both internal and external stakeholders to drive sustainable innovation and systematic change. Client engagement is at the core of this mission. We drive client awareness and behavior change by providing infrastructure and amenities that make it easier for our clients to implement sustainable practices. For example, many of our sites now have charging stations for electric vehicles.

A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce, as well as a valued partner to our communities.

We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all employees, including but not limited to paid holiday and sick time, and full no-questions-asked medical coverage. We also empower our team members to act and feel like owners, not just employees. We reward innovation and collaboration at all levels. Managers are encouraged to demonstrate an “open door policy” and employees can provide feedback through their annual performance reviews. We hold periodic employee appreciation events, such as our annual summer party and Christmas dinner and dance. We also aim to foster both personal and professional growth for employees at all levels of the organization through annual performance reviews, role-specific training and professional development opportunities.

The health and safety of our employees is of the utmost importance to us. We adhere to leading health and safety standards across our portfolio, and are proud to be one of the first companies in the UK to achieve certification to the ISO 45001:2018 standard.

We embrace and value diversity in all its forms, whether gender, age, ethnicity or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We champion pay equity and mutual respect, promoting an environment of fairness and equality. Our commitment to diversity and inclusion applies to the highest levels of the organisation, including at the senior management level.

We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

We have an effective and highly skilled Board of Directors and promote board independence and embrace board diversity in all its facets, including skills, experience, gender, ethnicity, and race. Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. SGE holds human rights to be an essential component of our business and we support internationally recognised human rights principles that promote and protect human rights. This policy applies to our operations and affiliates in all assets we operate.

Signed:



William Silverstone

(Managing Director)