

Environmental, Social and Governance

Policy Statement

Date: July 2022


Prepared by: Anouska Patel

Version: 1.0

Revision history

Version	Status	Date	By	Summary
1.0	Drafted and finalised	July 2022	Anoushka Patel	Drafted and finalised policy statement for circulation

Sign-off

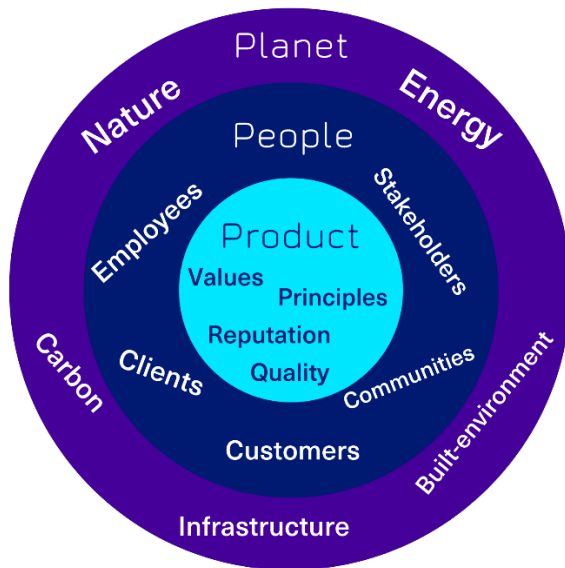
Version	Date	By	Title	Signature
1.0	July 2022	Magdalena Baugh	Chief Financial Officer	

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Innovation Group (UK) (the “Company”) recognises the importance of a strong ESG agenda, and are therefore wanting to work with clients, employees and stakeholders to implement initiatives in line with our ESG strategy. This strongly revolves around the 3Ps Framework: People, Planet and Product. These are broken down, as seen in the 3Ps wheel below. We are aiming to consider ESG and sustainability in each action we take, whilst encouraging those we work with to do the same. The aim is to run a business which is held accountable for its actions, and which strives to consider all sustainability factors within our business operations, both now and in the future.



To achieve this, the Company is committed to fulfilling its legal and compliance obligations and striving to achieve best practice and continual improvement in its ESG performance, and the services that it provides. The Company will provide ESG information, instruction, and training in order to achieve our aim. Adequate resources will be provided to carry out regular assessments, monitoring, auditing, and reviews to determine compliance with the obligations placed on the Company. The Company will consult with employees on all matters affecting ESG, and will communicate the arrangements to ensure that all employees, contractors, and anyone else who is or may be under the control of the Company on a permanent or temporary basis are made aware of their individual obligations

Policy and process documentation developed to support the strategy and to comply with current legislation and best practice are documented and detailed in the Company’s people management system. These documents apply to all employees and contractors of the Company working within its designated workplaces. The relevant documents shall be communicated directly to employees when they join the Company, change their role, and when something changes with the procedures or periodically as refresher training.

Signed: 

Name: Magdalena Baugh

Job Title: Chief Financial Officer, UK Innovation Group