

**SKILLCAST PLC**  
**ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY**

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**Overview**

Skillcast has a purpose: "To enable companies to build ethical and resilient workplaces" and has a vision "To be the leading provider of digital training and technology for staff compliance".

To deliver on our purpose and vision, we are guided by the following four values:

- Innovation: continually striving to make things better and making them happen
- Customer Focus: delivering successful outcomes for our customers
- Teamwork: sharing knowledge and building strong working relationships
- Aspire: taking pride in what we do, who we are and working towards our aligned goals

**Policy statement**

The Skillcast Board believes that integrating ESG matters into its investment and operations decision-making is important in delivering on its purpose and vision.

**ESG principles**

1. Ensure the sustainability of our operations and embed a culture of environmental awareness
  - a. Achieve and maintain Carbon Neutrality (2022)
  - b. Achieve and maintain Net Zero status (2035)
  - c. Provide staff training on environmental protection and carbon literacy
  - d. Consider environmental factors in business decisions in line with a set carbon reduction plan
2. Make a positive social impact with our operations
  - a. Engage with employees and offer a healthy work-life balance
  - b. Maintain diversity, equality and inclusion in our workforce
  - c. Pay competitive market wages to employees and ensure living minimum wage in supply chain
  - d. Actively donate to ESG charities and maintain sponsorships programmes
3. Meet our regulatory and corporate governance obligations
  - a. Comply with all laws, regulations and relevant standards
  - b. Protect the personal data of all data subjects
  - c. Avoid negligent, unfair or corrupt business practices
  - d. Provide compliance training to employees
  - e. Maintain a whistleblowing policy as a platform for employees to raise concerns
4. Support our customers in making a positive ESG impact
  - a. Provide e-learning to increase staff awareness of environmental, social and governance issues
  - b. Provide tools to support and monitor staff compliance with laws, regulations, policies and procedures
  - c. Reduce carbon footprint by reducing the need for travel and paper by digitising staff training and other compliance processes