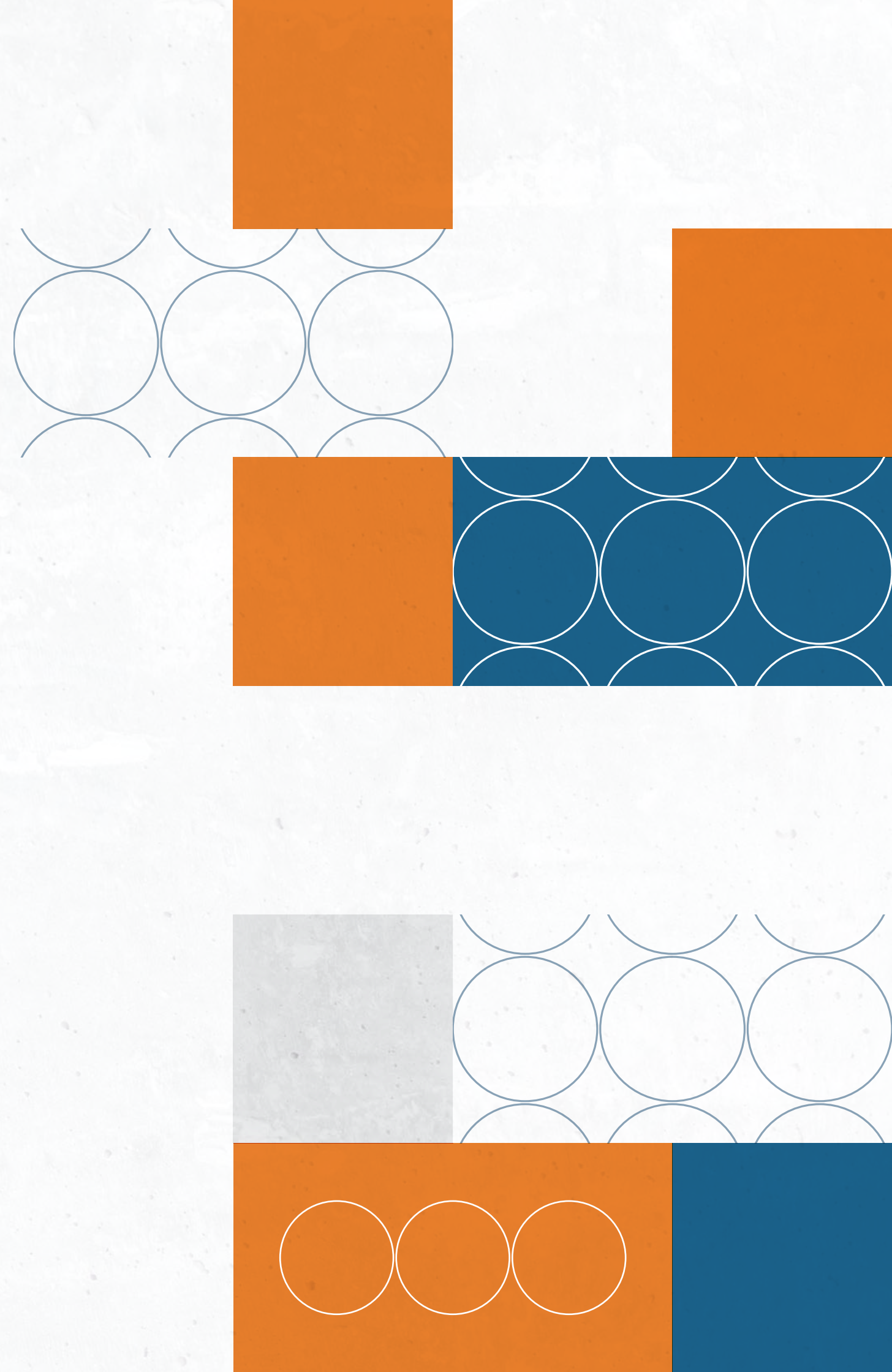


Compliance, ESG & Sustainability Practices



Nash Bond Net Zero – 2025

At Nash Bond we pride ourselves on our commitment to sustainability and have this at the forefront of our mind when making all business decisions. As a company we are committed to achieving Net Zero by 2025 and are taking all practical measures to ensure we achieve this. Our staff are fully committed to implementing and improving our sustainability policy, and we also actively encourage our clients and suppliers to implement sustainable management practices. We review our strategy annually, and continually strive to improve our sustainability performance.

Guiding Principles

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice
- To integrate sustainability considerations into all our business decisions
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it
- To minimize the impact on sustainability of all office and transportation activities
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices
- To review, annually report, and to continually strive to improve our sustainability performance

Practical steps in order to put these principles into practice travel & meetings

- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive
- Include the full costs of more sustainable forms of transport in our financial proposals, rather than the least cost option which may involve travelling by car or air
- Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners
- To reduce the need to travel to meetings and elsewhere, and facilitate regular client contact, we will provide free training webinars to clients to attend at any time
- Reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc, and promote the use of public transport by locating our offices in accessible locations
- Use an emissions recording scheme for business travel to monitor our impact

Purchase of equipment and consumption of resources

- Minimize our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste. As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping
- Seek to purchase electricity from a supplier committed to renewable energy. Seek to maximize the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes
- Ensure that timber furniture, and any other timber products, are recycled or from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified
- Purchase fair-trade and/or organic beverages

Working practices and advice to clients

- Undertake voluntary work with the local community and / or environmental organizations and make donations to seek to offset carbon emissions from our activities
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients
- Include a copy of our Sustainability Policy in all our proposals to clients

Modern Slavery & Human Trafficking Policy



Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal and commercial gain.

Nash Bond pay their staff and suppliers at least the living wage, and have applied for accreditation from the Living Wage Foundation.

Nash Bond will do the following:

- We will not make excessive or illegal wage deductions
- We will not require you to stay in company or broker controlled housing
- Allow you to enter or leave the Company's premises freely
- We will not allow you to work excessive overtime
- We will not use wage deductions as a disciplinary measure
- Treat all employees with the highest mutual trust and openness establishing a culture of ethical integrity

Nash Bond expects our suppliers will do the following:

- To not make excessive or illegal wage deductions
- To not require you to stay in company or broker controlled housing
- Allow their employees to enter or leave the Company's premises freely
- Not allow their employees to work excessive overtime
- To not use wage deductions as a disciplinary measure
- Treat all employees with the highest mutual trust and openness establishing a culture of ethical integrity
- To audit their suppliers on the above

Nash Bond have a zero-tolerance approach:

Nash Bond have a zero-tolerance approach to modern slavery and human trafficking within our business and that from within our supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers or goods and services to the organisation.

We expect the same high standards from all of our contractors, suppliers and other business partners. If any of our employees think they have come across an instance of modern slavery or if in fact you are a victim yourself please follow the Whistle Blowing procedure and phone the Modern Slavery Helpline on 0800 0121 700 for information and guidance.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. The company Director/s shall take responsibility for implementing this clause.

Principles

- A. The Company’s aim is to promote equality in the workplace and to ensure that all employees and members are treated fairly and are assessed in relation to their individual skills and abilities
- B. This policy aims to foster a culture of equality and to recognise the positive contribution that each individual can make to the business irrespective of their sex, marital or civil partner status, pregnancy or maternity, sexual orientation, gender reassignment, race (which includes colour, nationality and ethnic or national origins), religion or belief, age or disability (the “Protected Characteristics”)
- C. This policy applies to everyone who works for the Company at all levels and grades, including members, employees, consultants, contractors, home-workers, part-time and fixed-term employees, casual and agency staff (collectively referred to as ‘staff’) in this policy. All staff have a role in ensuring that equality is promoted at work. Staff have a personal responsibility to comply with the policy and to ensure, as far as possible, that others do the same
- D. Managers and supervisors must not only adhere to the policy themselves but must also take responsibility for implementing the policy and for taking positive steps to promote equality at work
- E. It is also the policy of the Company to operate our business lawfully and not to discriminate against any prospective, current or former members of staff. The Company will not condone unlawful discrimination
- F. The principle of non-discrimination and equality of opportunity applies equally to the treatment of former members of staff, visitors, clients, customers and suppliers by members of our current workforce
- G. Unlawful discrimination may result in legal proceedings against you personally and against the Company and may leave you and the Company liable to pay compensation
- H. Unlawful discrimination will be treated as a serious matter and is likely to result in disciplinary proceedings, up to and including, summary dismissal
- I. If you have any questions regarding this policy please contact the relevant Director, currently David Bannister, or an alternative senior member of staff if appropriate
- J. This policy does not form part of any employee’s contract of employment and we may amend it at any time

Who is responsible for the policy?

The board of the Company has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework prohibiting discrimination. The board has day-to-day responsibility for operating the policy and ensuring its maintenance. However the board has delegated the responsibility of reviewing the policy, from time to time, to the relevant Director, currently David Bannister.

Staff are entitled to be treated with respect and dignity and the Company will not tolerate any less favourable treatment of any person on the grounds of the Protected Characteristics. It should be noted that Staff have a personal responsibility for the implementation of this policy and to ensure that they treat others with the respect and dignity that they expect to be treated with themselves.

What does the policy cover?

This policy applies to all aspects of our working practices, including:

- A. recruitment and selection
- B. development, training and promotion
- C. pay, benefits and terms and conditions of employment
- D. terms of membership
- E. health and safety
- F. conduct at work, discipline and grievances
- G. termination of employment, including redundancy selection

The legal framework

The following characteristics are protected by discrimination law: age; disability; gender reassignment; marriage or civil partnership; pregnancy or maternity; race (including colour, nationality, ethnic or national origin); religion, religious belief or similar philosophical belief; sex; and sexual orientation (i.e. homosexuality, bisexuality or heterosexuality).

Types of Unlawful Discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination

Direct discrimination means treating someone less favourably than you would treat others because of one of the protected characteristics set out above. This includes any less favourable treatment because you perceive a person to have a protected characteristic (even though they do not in fact have it), or because they associate with a person or persons who have a protected characteristic.

Indirect discrimination

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same Protected Characteristics at a particular disadvantage.

Harassment

Harassment related to one of the protected characteristics set out above will be unlawful if it consists of unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, offensive. If you have been the subject of harassment, please refer to the Company's Harassment Policy below.

Victimisation

Unlawful victimisation is unfavourable treatment of a person because they have taken action taken to assert their own legal rights under discrimination law or to assist someone else to do so. A false complaint of victimisation will not be protected unless it is made in good faith.

Sexual Harassment

Sexual Harassment occurs when a staff member is subjected to unwanted conduct which is of a sexual nature. Sexual harassment is unlawful and prohibited. The conduct need not be sexually motivated, only sexual in nature. Sexual harassment is dealt with further in our Harassment and Bullying Policy.

Disability

The Company is committed to ensuring equality of opportunity for those members of staff who are disabled or become disabled for the purposes of the Equality Act 2010 during their employment with the Company.

If you are disabled or become disabled, we encourage you to tell us about your condition so that the Company may support you as appropriate.

If a member of staff is unable to continue in their current role as a result of a disability, the Company will consider any alternative roles and vacancies they may have as a way of retaining the services of that member of Staff.

Complaints procedure

The senior management of the Company [assisted by Human Resources] will take responsibility for monitoring the implementation of this policy. However, if any member of Staff believes that he or she has been discriminated against, harassed or victimised on any of the grounds referred to above, s/he may raise the matter informally with his or her immediate line manager or the Company's Human Resources department. If the member of Staff wishes to raise the matter further, s/he should invoke the Company's grievance procedure setting out in detail the basis of their complaint. All such complaints will be taken seriously by the Company and dealt with in a confidential and sensitive manner. They shall be treated in confidence and investigated fully by an independent member of management.

If a member of Staff is found to have discriminated against, harassed or victimised another member of Staff they will be subject to disciplinary proceedings and depending on the seriousness of the incident, may be dismissed for Gross Misconduct. In exceptionally serious cases the police may also be involved.

False allegations which are found to have been made in bad faith, however, will be dealt with under the Company's Disciplinary Procedure.

Members of staff need not fear that they will be subject to reprisals for presenting a complaint of unlawful discrimination.

Review of this policy

We will continue to review the effectiveness of this policy to ensure it is achieving its objectives.