

Elephants Child - Environmental, Social, and Governance Policy

1. Introduction

This ESG policy outlines Elephants Child's (EC's) commitment to sustainable and responsible business practices. As a leading SME business growth advisory firm, we recognise the importance of integrating ESG principles and a strong sense of purpose (our 'why') into our operations and client engagements, to create positive social and environmental impact. We believe an ESG focus is not only an essential part of good business risk management, but when supported by clear and authentic evidence through your brand story, it can unlock long term growth opportunities too.

2. Our ESG Commitment

We aspire to lead by example in our sector, ensuring that our approach to sustainability and purpose as a catalyst for business as a force for good, is ambitious for our scale. This policy reflects our dedication to:

- Minimising our environmental footprint
- Promoting social responsibility and ethical business conduct
- Upholding and promoting robust governance practices for SME business
- Integrating purpose into all of our business growth advisory services - with business leaders who thrive on their 'why' – such that our own core purpose and activity has a positive magnifying impact through our network

3. Environmental Responsibility

As a remote-working firm with a combination of remote and in-person client engagements, we focus on reducing our carbon footprint and promoting sustainability through:

- Energy Efficiency: Encouraging the use of renewable energy in home offices and adopting energy-saving practices; we survey our employed and associate teams regularly and provide support and guidance across a number of areas
- Sustainable Travel: Prioritising virtual meetings where possible and selecting low-carbon transport options for in-person meetings where feasible
- Resource Management: Reducing paper usage by adopting digital-first practices where practical, engaging in sustainability issues as part of our supplier due diligence process and also promoting responsible procurement amongst our clients
- Client Advisory: Supporting clients in integrating purpose and sustainability into their business strategies for resilient, future-proofed businesses who are a force for good

4. Social Responsibility

We are committed to an inclusive and supportive working environment through:

- Diversity, Equity & Inclusion (DEI): Promoting a diverse and inclusive workplace, ensuring equal opportunities for all team members and associates, in line with our separately documented policies.
- Wellbeing & Work-Life Balance: Encouraging flexible working arrangements and supporting mental and physical wellbeing, including the provision of a Mental Health First Aider for the team.
- Community Engagement: Contributing to local communities through pro bono advisory services and charitable partnerships, including our joint programme with the David Shepherd Wildlife Foundation.
- Purposeful Advisory Practices: Ensuring our advisory work supports businesses that align with ethical and responsible business best practice, including ESG audits, purpose-led growth strategies and B Corp certification pathways.

5. Governance & Ethical Standards

We maintain high standards of governance and ethical business practices through:

- Transparency & Accountability: Clear reporting structures, ESG-focused decision-making, and adherence to legal and regulatory frameworks and best practice, consistent with the Companies Act. We are also proud signatories of the Better Business Act.
- Data Security & Privacy: Implementing strong data protection measures to safeguard client and employee information, including holding the Cyber Essentials Plus accreditation.
- Anti-Bribery & Corruption: Enforcing a zero-tolerance policy on bribery, corruption, and unmanaged conflicts of interest, consistent with our separately documented policy.
- Continuous Improvement: Regularly reviewing and updating our ESG and purposeful business commitments through our board meetings and business plan, including our commitment to working towards B Corp certification.

6. Implementation & Monitoring

To ensure the effectiveness of this policy:

- Our Chief Strategy & Impact Officer (CSIO), as designated ESG Lead, will oversee its implementation, reporting to the board on a quarterly basis.
- As part of our progress towards B Corp certification we set measurable objectives and key performance indicators (KPIs) where appropriate across various areas of impact; this includes our commitment to achieving Net Zero by 2050, in line with the UK

government's target. To date we have undertaken a baseline carbon footprint assessment and are in the process of developing our Carbon Reduction Plan, setting our targets in line with SBTI guidance.

- We have an ongoing programme of feedback from employees, associates, and clients which is used to refine our ESG approach.

7. Conclusion

This ESG policy reflects EC's values and strategic commitment to promoting business as a force for good. By embedding these principles into our daily operations and client engagements, we strive to set a benchmark for sustainability in our sector.