ELITE DYNAMICS
Skill | Knowledge | Desire

Environmental, Social and Governance (ESG) Policy

1. Purpose and Vision

At **Elite Dynamics**, we believe technology should be a force for good – driving innovation that benefits people, strengthens communities, and protects the planet.
This ESG Policy defines how we embed Environmental, Social, and Governance (ESG) principles into our business strategy, operations, and culture.

At the heart of Elite Dynamics' ESG commitment are our company values: integrity, innovation, accountability, and community. These values guide how we operate, make decisions, and engage with our stakeholders. The company participates in a number of targeted ESG and sustainability initiatives designed to accelerate meaningful impact, including our Digital Sustainability Programme and Green Operations Initiative.

We are committed to supporting our customers' transition to low-carbon and responsible operations by expanding our portfolio of sustainability-optimised digital solutions.

Our goal is simple: to create long-term value responsibly, with transparency and measurable impact.

2. Environmental Responsibility

We recognise the urgent need to act on climate change and are committed to minimising the environmental impact of our operations and supply chain.

Elite Dynamics is proud to have received carbon-reduction certifications such as the Carbon Neutral Britain Certification, recognising our efforts to minimise emissions.

Our sustainability roadmap includes initiatives with long-term impact horizons of three to ten years, supporting innovation and resilience.

Our key environmental commitments include:

- Measuring and reducing Scope 1 and 2 emissions by **25% by 2026**, and developing a roadmap for Scope 3.
- Embedding sustainable procurement principles, prioritising low-carbon and circular suppliers.
- Reducing waste through digital solutions, reuse initiatives, and recycling across all facilities.
- Encouraging sustainable travel and hybrid working to lower business travel emissions.
- Complying with, and where possible exceeding, environmental legislation and ISO 14001 standards.

We report annually on progress and continually seek opportunities to innovate through technology that reduces environmental impact.

3. Social Responsibility

We are committed to creating a fair, inclusive, and supportive workplace that empowers our people and contributes to society.

Our social objectives include:

- Promoting equality, diversity, and inclusion at every level, with annual diversity reporting to the Board.
- Maintaining a **zero-tolerance** approach to discrimination, bullying, and harassment.
- Investing in employee wellbeing, continuous learning, and professional development.
- Supporting local communities through volunteering, partnerships, and digital education initiatives.
- Upholding human rights and ethical labour practices across our value chain.
- Partnering with charities and community groups aligned with our values.

We align our actions with the **UN Sustainable Development Goals (SDGs)**, focusing on Goals 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities), and 13 (Climate Action).

4. Governance and Ethics

Strong governance is the foundation of sustainable success. We ensure our decisions are transparent, ethical, and accountable.

Elite Dynamics makes its ESG reporting available to investors through transparent annual disclosures and dedicated ESG updates.

Our governance framework includes:

- Board-level oversight of ESG strategy, led by the **ESG Steering Group**, which reports quarterly.
- Compliance with all applicable laws, regulations, and data-protection requirements (including UK GDPR).
- A formal **Anti-Bribery and Corruption Policy** and annual training for all employees.
- Transparent financial management, supported by independent audits and ESG performance reporting.
- A **Whistleblowing Policy** that enables safe and confidential reporting of misconduct.
- Regular ESG risk assessments integrated into enterprise risk management.

We apply the principles of good governance to build stakeholder trust and long-term resilience.

5. Implementation and Monitoring

The ESG Steering Group is responsible for delivering this policy, supported by department heads and the wider team.

We will:

- Integrate ESG considerations into business planning, procurement, and supplier relationships.
- Track progress using defined KPIs and disclose results in our annual ESG statement.
- Continuously improve through benchmarking and stakeholder feedback.

6. Communication and Transparency

We believe accountability starts with openness.
This policy is shared with all employees, contractors, and partners, and is published publicly to demonstrate our commitment to responsible growth.

We engage our stakeholders – including customers, suppliers, and investors – to collaborate on sustainability initiatives and share best practice.

7. Review and Continuous Improvement

This ESG Policy will be reviewed annually, or sooner if required by legislation or strategic change.
Updates will reflect new ESG frameworks, emerging risks, and best-practice standards.

Approved by: Phillip Norton, CFO
Date: December 2025
Next Review Date: December 2026

Signed on behalf of the Board of Directors by Jamaine Campbell (CEO & majority shareholder):