

Veretis Group Sustainability Policy

At Veretis Group, our corporate social responsibility strategy is centred around promoting social well-being and fostering healthy minds, lifestyles and behaviours. We are committed to accelerating the progress of the United Nations Sustainable Development Goals through our own Sustainable Policies. We also recognise the importance of addressing environmental risks and maintaining strong corporate governance practices to overall have sustainable business practices. This policy sets forth our objectives for creating a sustainable and responsible organisation through integrating Environmental, Social and Governance (ESG) principles into our operations and decision-making processes.

Social Responsibility (Equality and Respect)

1.1. Diversity, Equity, and Inclusion (DEI):

At Veretis, we respect the Universal Declaration of Human Rights and abide by our own Diversity and Gender Equality Policy. This policy promotes diversity, equity, and inclusion within our organisation and in our interactions with clients. It supports gender equality and cultural diversity in the workplace. We foster an inclusive workplace culture, provide equal opportunities, and actively combat discrimination and bias. We are committed to reducing inequalities through promoting respect and inclusion towards individuals from different ethnicities, genders, religions and sexual orientations. We will also seek to address mental health disparities through offering pro bono work for clients in need and promote accessible and culturally sensitive services. Veretis Group is part of several Primary Health Networks, providing free mental health therapy to high-risk individuals.

1.2. Education and Employment:

Veretis provides youth employment opportunities and training sessions to build their skills and abilities through offering internships and placement students. Veretis values individuals of all ages and does not discriminate based on age.

1.3. Ethical Practices and Human Rights:

We are committed to upholding human rights where we maintain a zero-tolerance policy for any form of exploitation, harassment, or discrimination. We conduct our services with the highest standards of ethical behaviour and professionalism. We prioritise our client's privacy, where we maintain confidentiality, uphold privacy rights, ensure informed consent and committed to respecting human rights.

1.4. Staff Well-being:

We value the well-being of our employees by fostering a safe, positive and healthy work environment that complies with the current Psychosocial Hazard code of practice. Our employees have access to a 24/7 employee assistance program offering support in person and online. Furthermore, we encourage work-life balance, provide working from home arrangements and opportunities for professional development.

Environmental Responsibility and Protection and Conservation of the Environment

2.1. Resource Efficiency:

At Veretis we respect and abide by regulations relating to protecting the environment and we endeavour to minimise our environmental footprint by consciously and efficiently consuming resources such as electricity and water. This includes implementing energy-saving measures such as having office sensor lights and turning all lights off at the end of the day.

2.2. Waste Management:

Veretis values waste reduction and recycling efforts throughout our business practices. Our waste management practices minimise landfill disposal through encouraging the use of reusable drink bottles and coffee cups in the office. Overall, we aim to minimise waste generation, encourage reuse, and support the circular economy.

Governance and Economic Responsibility

3.1. Ethical Leadership and Corporate Governance:

We adhere to high standards of corporate governance and promote ethical behaviour at all levels of our business. Our leadership team values transparency in decision-making and business processes, where employees are regularly asked to contribute and for feedback. We comply with applicable laws and regulations within our industry and regularly assess and manage risks associated with our operations.

3.2. Responsible Investment and Sustainable Procurement:

We consider ESG factors when making investment decisions and procuring goods and services. We value suppliers and partners who share our commitment to sustainability and ethical practices. We provide pro bono work for charity organisations as we value their contribution to society. We will also encourage responsible investment practices within our organisation and promote ESG integration in our financial decision-making.

3.3. Financial Responsibility:

We aim to manage our financial resources responsibly to ensure the long-term viability of our organisation. We seek opportunities for growth and innovation while adhering to sustainable financial practices and investing in initiatives that align with our sustainability objectives.

By adopting this sustainability policy aligned with the ESG framework, we aim to create a positive long-term impact on society and the environment while actively addressing environmental, social, and governance challenges. We will continually assess and improve our practices to uphold the highest standards of sustainability and responsible business conduct.