

## Environmental, Social, and Governance (ESG) Policy Statement

At We Clear Junk Ltd, we are committed to conducting our business operations in a responsible and sustainable manner. We recognise the importance of addressing environmental, social, and governance considerations to ensure the long-term success and positive impact of our organisation. This Environmental, Social, and Governance (ESG) Policy outlines our commitment and sets forth the principles that guide our actions:

### 1. Environmental Responsibility:

- a. We will strive to minimise our environmental impact by implementing sustainable practices throughout our operations.
- b. We will comply with applicable environmental laws, regulations, and standards.
- c. We will reduce waste generation, promote recycling and reuse, and minimise energy consumption.
- d. We will source environmentally friendly materials and services whenever feasible.
- e. We will continuously monitor and assess our environmental performance, setting objectives for improvement.

### 2. Social Responsibility:

- a. We are committed to upholding human rights, diversity, and inclusion in all aspects of our operations.
- b. We will provide a safe and healthy working environment for our employees, contractors, and visitors.
- c. We will treat our employees fairly, with respect and dignity, fostering a culture of equality and non-discrimination.
- d. We will engage in community development initiatives and support local organisations.
- e. We will prioritise responsible sourcing practices, ensuring our supply chain aligns with our social values.

### 3. Governance and Ethics:

- a. We will maintain high standards of corporate governance and ethical conduct in all our business dealings.
- b. We will comply with all applicable laws, regulations, and industry standards.
- c. We will promote transparency and accountability in our operations, providing accurate and timely information to stakeholders.
- d. We will maintain a diverse and independent Board of Directors, fostering effective oversight and decision-making.
- e. We will foster a culture of integrity and ethical behaviour, encouraging our employees to report any concerns or violations.

### 4. Stakeholder Engagement:

- a. We will engage and communicate with our stakeholders, including employees, customers, suppliers, shareholders, and communities, to understand their expectations and concerns.
- b. We will actively seek feedback and consider stakeholder input in decision-making processes.
- c. We will provide opportunities for dialogue and collaboration with our stakeholders to address ESG-related issues and improve our practices.

## 5. Continuous Improvement:

- a. We will regularly review and assess the effectiveness of our ESG policies, objectives, and performance.
- b. We will set measurable targets and strive for continual improvement in our environmental, social, and governance practices.
- c. We will invest in research and innovation to develop and implement new technologies and practices that promote sustainability.

We are committed to integrating ESG considerations into all aspects of our business and will work diligently to achieve our sustainability goals. This ESG Policy will be regularly reviewed, updated, and communicated to all employees, stakeholders, and the public to ensure transparency and accountability.



Date: 18/05/2023

Name: Darren Mercer

Position: Managing Director

