



## **Environmental, Social & Governance (ESG) Policy**

### **1. Introduction**

This ESG Policy sets out our commitment to conducting business responsibly, sustainably, and ethically. It applies to all employees, contractors, and partners representing the company. As an energy consultancy operating in the commercial property sector, we recognize our role in advancing environmental performance, supporting social value, and maintaining strong governance practices across our operations and client services.

Our objective is to integrate ESG principles into decision-making, service delivery, supply chain management, and long-term strategic planning.

### **2. Environmental Commitments**

We are committed to minimising our environmental impact and supporting clients in achieving their energy and carbon reduction goals. Our environmental priorities include:

#### **2.1 Energy & Carbon Reduction**

- Reducing energy use across our operations and pursuing ongoing carbon reduction initiatives.
- Supporting clients in decarbonisation through energy assessments, MEES compliance, EPCs, ESOS, and net-zero planning.

#### **2.2 Sustainable Resource Use**

- Minimising waste and increasing recycling across all office and site operations.
- Prioritising sustainable procurement, including low-carbon technologies and responsible suppliers.

#### **2.3 Environmental Protection & Compliance**

- Complying with all relevant environmental laws and regulatory standards.
- Conducting environmental risk assessments where appropriate and mitigating potential impacts.

#### **2.4 Responsible Travel & Operational Efficiency**

- Encouraging low-emission travel methods where feasible, including public transport and vehicle efficiency measures.
- Utilising digital tools to reduce unnecessary travel and paper use.

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### **3. Social Commitments**

Promoting a safe, fair, and supportive working environment is essential to our success. Our social commitments include:

#### **3.1 Employee Wellbeing & Safety**

- Maintaining a safe working environment and ensuring all employees receive appropriate health and safety training.
- Providing resources to support mental health and overall wellbeing.

#### **3.2 Diversity, Equity & Inclusion**

- Fostering a diverse and inclusive workplace free from discrimination, harassment, and bias.
- Ensuring equal opportunities in recruitment, development, and progression.

#### **3.3 Training & Development**

- Providing ongoing professional development to ensure our team remains at the forefront of regulatory and technical knowledge.
- Encouraging personal growth and continuous learning.

#### **3.4 Community & Social Value**

- Supporting community initiatives and industry groups that promote energy efficiency, sustainability, and responsible business practices.
- Conducting business with respect for local communities and stakeholders.

### **4. Governance Commitments**

Strong governance underpins the integrity and accountability of our business. We are committed to:

#### **4.1 Ethical Business Conduct**

- Upholding high standards of honesty, fairness, and transparency in all dealings.
- Enforcing a zero-tolerance approach to bribery, corruption, and unethical behaviour.

#### **4.2 Compliance & Risk Management**

- Ensuring full compliance with applicable legislation, including environmental, data protection, and commercial regulations.
- Regularly identifying and managing business risks in line with best practices.

#### **4.3 Data Protection & Confidentiality**

- Protecting client and employee data in accordance with UK GDPR and internal data security procedures.
- Maintaining confidentiality across all consultancy and assessment activities.

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#### 4.4 Transparency & Reporting

- Ensuring accuracy and transparency in reporting, documentation, and regulatory submissions.
- Operating with clear governance structures and defined lines of accountability.

#### 5. Roles & Responsibilities

- **Senior Management** is responsible for overseeing ESG strategy, approving updates, and ensuring alignment with company objectives.
- **Managers** are responsible for implementing ESG principles within their teams and operations.
- **Employees and Contractors** are expected to follow ESG-related guidelines, uphold ethical conduct, and contribute to achieving our environmental and social objectives.

#### 6. Implementation & Monitoring

We embed ESG principles throughout our business operations by:

- Setting measurable ESG targets where applicable.
- Monitoring environmental performance, compliance metrics, and operational impact.
- Reviewing energy usage, sustainability practices, and audit procedures regularly.
- Engaging suppliers who demonstrate responsible environmental and ethical standards.
- Gathering feedback and pursuing opportunities for improvement.

Performance against ESG objectives is reviewed internally and updated as required

#### 7. Review & Updates

This ESG Policy is formally reviewed **annually** or sooner if legislation, best practices, or operational changes require updates. All amendments are approved by senior management.

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Position: Director

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Date: 01/01/2026