



Sustainability & Corporate Social Responsibility Strategy

Everun Ltd is a company that aims to make a positive contribution to society. Corporate Social Responsibility (CSR) is a model of self-regulation that assists a Company in holding itself accountable to itself, its stakeholders and the public. It can help us to achieve our aims by encouraging us to assess the potential for our business activities to impact the environment, the people who work **for** us, **with** us, and who **live** in the communities in which we operate. It focuses our attention on areas of our business that have the potential to cause harm, and in taking conscious action to minimise and where possible remove that risk completely.

In 2022 the Company became a participant of the UN Global Compact on human rights, labour, environment and anti-corruption. We publicly declare our support for, and commitment to embedding the **Ten Principles** of the Global Compact into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

THE TEN PRINCIPLES

Human Rights

- Principle 1: Support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that we are not complicit in human rights abuses.

Labour

- Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: We will support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: We will work against corruption in all its forms, including extortion and bribery.

The Company has committed to reporting on our progress against these Ten Principles on an annual basis, and working continuously towards improvement within our business, and with our external stakeholders. We will monitor, measure and report on our progress in line with the UNGP Reporting framework on an annual basis via the UN Communication on Progress (COP) process.

The Company has committed to the design and implementation of a suitable due diligence framework that will enable us to effectively assess the impact of our business, and mitigate harm on an ongoing basis.

Everun CSR Strategy

This strategy lays out the commitments Everun has made to CSR, and summarises the actions Everun will take towards operating in a socially responsible manner. These commitments sit within three key areas:

People

In line with the International Labour Organization's declaration of fundamental principles & rights at work, and the Ten Principles of the UN Global Compact, Everun has committed to the promotion of the following through our business practices:

- Freedom of Association and effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labour (modern slavery)
- Abolition of child labour
- Elimination of discrimination in respect of employment and occupation
- Provision of a Safe & Healthy working environment

Our policies, procedures and practices are designed to support these principles within our Company, and we will work with our suppliers and contractors to ensure that they support and are working towards the same.

We aim to foster a culture of equality, inclusion and diversity within our business. We believe that every individual is entitled to work in an environment of dignity and respect, free from discrimination. We will take swift action where we believe there has been a breach of these principles.

We will ensure that we operate safe and healthy working environments both within our own sites, and on any third party site where our employees work. We will take all reasonable steps to ensure the mental health and wellbeing of our staff is protected in the same manner as their physical wellbeing. We will seek employee feedback on a regular basis, through our Health & Safety Committee, employee surveys and informal means, to ensure continuous improvement.

Planet

Our business operations are focussed on assisting and guiding businesses through conscientious energy management reviews and implementing integrated energy solutions to help companies reduce their energy consumption and use of carbon based fuels. In addition to this we will continually assess the impacts that our operations can have on the environment. We will take action to promote the use of green energy, reduce consumption, reduce waste and recycle where possible, and be considerate to the natural environment impacted by our work sites.

We are members of Renewable NI and actively support and are working towards the UN Net Zero targets, and the NI Assembly's target to deliver 80% of electricity consumption from renewable sources by 2030.

Paying it forward

All Everun employees are encouraged to involve themselves in voluntary activities. We encourage our team to use the skills and knowledge they have gained through their employment to assist others through charitable work.

Staff members are given the opportunity to highlight charities to support through their fundraising activities. The charities included are carefully considered to ensure that this cannot be perceived as a way to influence any stakeholder who may submit a concern over the work of Everun. Participating in fundraising activities can also develop our staff members' personal skills.

Everun also commits to taking part in national charity events as well as nominated charity events, where they have been proposed by a member of staff. This includes things like the Macmillan Coffee Morning, Movember and Age UK. Any money raised as a direct result of activities associated with the national event will go directly to that charity.

As well as promoting individual charity fundraising and achievements Everun is committed to promoting the good work and initiatives of its staff members, particularly when their contribution has added value to a charity.

The company pledges to dedicate a budget each year, proportional to company profit, to support charitable endeavours.

A number of company policies underpin the commitments in this strategy, including:

- Health and Safety Policy
- Diversity & Inclusion policy
- Recruitment & Selection policy
- Environmental Policy
- Anti-bribery & Corruption policy