



BCIS[®]

ESG MISSION STATEMENT

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Our ESG strategy sets out the values, vision and principles that guide how we operate, and offers a framework for demonstrating and delivering on our ESG commitments.

ESG is a term for a broad range of environmental, social and governance factors against which we can assess our corporate and social responsibility. Our ESG mission statement aims to ensure that we evaluate how we manage, direct and control our environmental and social aims and responsibilities. We enter into these commitments on a voluntary basis.

MAIN OBJECTIVES

- Assessing our own corporate behaviour and ethics and taking more account of ESG considerations in decision-making at all levels of the business
- Supporting our customers within the Built Environment to decarbonise by using our cost and carbon products
- Motivating staff to be more involved in ESG
- Setting out our position on ESG, both internally and externally, and working towards a net zero target
- Promoting long term resilience and sustainability
- Minimising negative impact of our business activities on communities, including, for example, rights-related issues in our supply chain
- Accountability: Setting, publicising and evidencing achievement of specific targets and showing value to the business and society

ENVIRONMENT

Committee / Lead: **Board and Finance**
Impact and Value Measurement: **Scope 1-3 calculations**

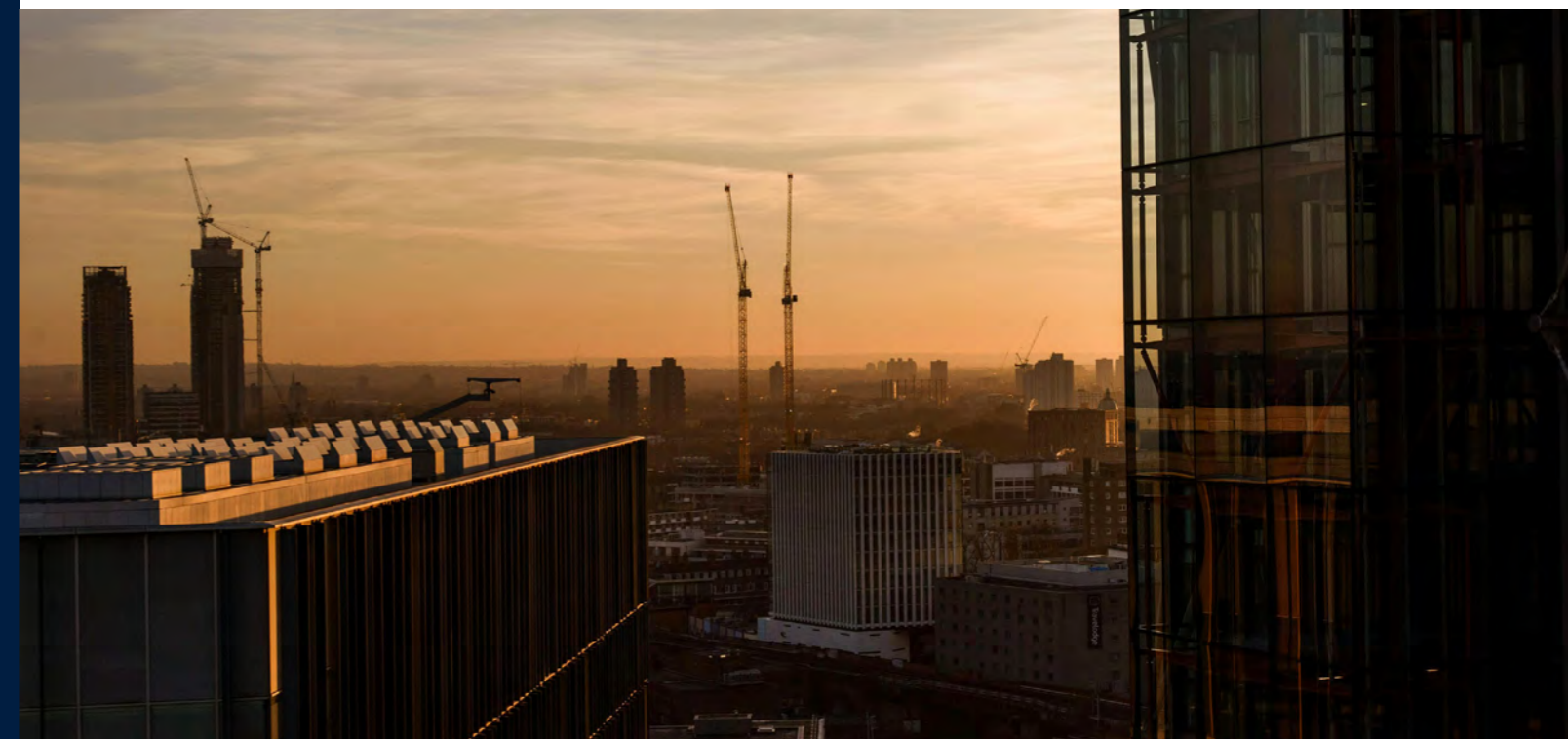


BCIS's environmental pillars:

- **Education:** Educating the BCIS team and raising company-wide awareness. Leading communication related to learning resources, individual actions to reduce environmental impact, community initiatives, and opportunities to participate. Promoting our carbon-reducing products to new and existing clients. Providing training and education to maximise the use of the products and ensuring customers can deliver carbon savings utilising our data
- **Measure and reduce:** Quarterly reporting to shareholders alongside an annual report focusing on Scope 1-3 emissions
- **Advocate:** Championing positive environmental change at BCIS

Initiatives:

- **Environmental policy:** setting out our objectives, principles and targets in relation to managing the environmental impacts and aspects of our operations
- **Built environment carbon reduction monitoring:** Quarterly tracking of customer usage of BCIS Life Cycle Evaluator and the potential carbon savings of each building project
- **Energy consumption reporting:** Quarterly reporting to identify cost-effective, energy-saving measures we can implement
- **Travel policy:** Setting out the parameters around travel and hotel stays to meet our commercial objectives as a business with the environment in mind
- **Third Party Procurement Policy:** Setting out our aims and expectations for third parties that we appoint, and a code of conduct around data protection, environmental conduct and social conduct



SOCIAL



Committee / Lead: **HR and Finance Team**

Impact and Value Measurement: **Internal survey scores for Engagement & DEIA reporting**

Social factors relate to how a company manages relationships with its employees, suppliers, customers and the communities it operates in. Relevant policy areas are wide-ranging but resources are listed under the topics set out below.

- **Human rights:** Making sure that supply chains are free from illegal and unethical employment practices is an important part of ESG for our business. Our Procurement Policy includes wording to this regard
- **Modern Slavery Statement:** We undergo an annual update of this statement, which we publish publicly on our website
- **Health and safety:** Employee health and safety remains high on our agenda. We have increased our focus on mental health and wellbeing through the introduction of a mental health first aider programme and other initiatives, which focus on improving the holistic wellbeing of employees
- **Anti-harassment and bullying policy:** We are committed to creating a work environment free of bullying and harassment, where everyone is treated respectfully by colleagues, customers or partners. Our policy is contained on the internal HR team Notion page, detailing our process for managing such matters and associated repercussions. Our employees undertake annual training on Anti-harassment
- **Community engagement:** As part of ensuring sustainable development, businesses need to evaluate their economic, social, cultural and environmental impact on the communities they operate in and minimise any negative impacts. Where companies look to engage with and offer support to the communities they operate in, that engagement requires a procedural framework to ensure that those activities are conducted both ethically and lawfully
- **Gifts and hospitality policy:** This is found in the employee handbook under Standards of Conduct
- **Family and caregiving leave policies:** We have generous and inclusive family and caregiving leave policies for BCIS employees, which support individuals welcoming a child into their family through childbirth, adoption or surrogacy; and individuals with caregiving responsibilities. Our policies are regularly reviewed and updated to incorporate the anticipated needs of our employees appropriately
- **Pay reporting:** Gender reporting and pay-ratio reporting, which we report internally using our own methodology
- **DEIA:** We believe a more diverse, equitable and inclusive BCIS benefits us all. Partnering with our customers, anticipating future problems, and providing solutions that enable our customers' and employees' creativity is at the core of our business. We are progressing with this through 5 pillars, (a) Education, (b) Talent Pipeline, (c) How we Operate, (d) Customers and the Community, and e) Allyship
- **Mental Health & Wellbeing:** We provide comprehensive health and wellness benefits, including mental health support, to prioritise the wellbeing of our employees. In addition, we have a dedicated internal team of mental health first aiders, available to assist their colleagues through active listening and guiding them to relevant resources, who have all received external training. We provide all employees with a wellbeing day to use as they see fit each year as well as having external support available via Unum and Vitality

GOVERNANCE

Committee / Lead: **Finance, Technology, HR**

Impact and Value Measurement:

Maintaining and improving our internal scoring, annual policy review and update

Governance relates to a company's leadership and the frameworks it implements to deliver on its environmental and social aims, and its due diligence, disclosure, transparency and reporting obligations. Governance structures are coming under more scrutiny, reporting requirements are increasing, and reforms are underway.

- **Anti-bribery, corruption and fraud:** Closely linked to many of the social drivers for improving ESG credentials, bribery, corruption and fraud are key areas of risk for many businesses and therefore a major area of focus for corporate governance
- **Whistleblowing and investigations:** Having a clear and comprehensive approach to investigating wrongdoing will contribute towards a robust system of governance and help embed a strong ethical culture within our company
- **Artificial Intelligence guidance:** We have an internal process for the use of A.I., which governs usage to ensure that we are meeting our aims from ESG, ethical and data protection perspectives



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Whatever support you need,
contact us today by
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