

Leep Utilities ESG Policy

| Owner | Reviewers | | Approver |
|---------------------------------|------------------------|--------------|----------|
| Head of Regulation & Compliance | Director of Operations | Head of SHEQ | CEO |
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| V1.0 | 31 Mar 24 | First version of document |
| V1.1 | 25 Apr 24 | Revisions following feedback received from Ancala |
| V1.2 | 22 Aug 24 | Final amends aligned to the materiality assessment outcomes |

This document forms part of the Leep Utilities Integrated Management System and compliance with its requirements is mandatory. Departure from these requirements may only be taken with the written approval of the above authorisers.

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CEO Commitment

I am committed to embedding Environmental, Social and Governance (ESG) principles throughout the business.

We prioritise environmental sustainability, social responsibility and robust governance practices to drive long term value for our stakeholders. Our ESG policy is not just a mandate but a core value that guides our decision making and strategic direction.

We believe that our commitment to ESG will create a brighter future for our company, our stakeholders, and the planet.



Victoria Louise Manfredi
Chief Executive Officer

1. Scope

This policy applies to all employees, contractors, suppliers and partners of Leep Utilities. It sets the framework for integrating ESG considerations into our business strategies, decision making, processes and day to day operations.

2. Responsibility

CEO

- Oversee the development and implementation of the ESG strategy
- Ensure alignment with Leeps overall goals and values
- Monitors ESG performance and compliance.

Directors

- Drives the integration of ESG principles into Leeps core operations
- Sets measurable goals and objectives to monitor performance
- Communicates the importance of ESG to all stakeholders

All Employees

- Adhere to ESG policies and practices in their daily work
- Contribute ideas and feedback to support the business to deliver policy ambitions and goals.

3. Our Commitment

Leep Utilities are committed to operating in a responsible and sustainable manner that creates positive value for our customers, employees, the environment, and the communities we serve. We believe that integrating environmental, social, and governance (ESG) principles into business strategy is vital for the long-term success of all companies.

Environmental Stewardship

- **Reducing carbon footprint:** We are committed to reducing our greenhouse gas and carbon emissions through investments in renewable energy sources, energy efficiency initiatives, and responsible resource management. We also seek to develop future service offerings that may help clients to decarbonise, adapt and transition.
- **Conserving water resources:** We are committed to conserving water through metering, leak detection and repair programs, promoting water-efficient technologies, and raising awareness about water conservation amongst our customers. We will promote water resilience through engagement with local water undertakers and through the continual development of our Water Resource Management Plan.

- **Minimise pollution:** We will continue to develop our operations to minimise environmental pollution by adhering to rigorous environmental standards.

Social Responsibility

- **Ensuring workplace safety and health:** We are committed to providing a safe and healthy work environment for all our employees and contractors that promotes employee wellbeing.
- **Empowering our workforce:** We will foster a diverse and inclusive workplace where everyone feels valued and have opportunities for growth.
- **Investing in our communities:** We are committed to supporting the communities we serve through local initiatives, workforce development programs, and partnerships with local organisations.

Good Governance

- **Ethical conduct:** We are committed to conducting our business with integrity and transparency, adhering to the highest ethical standards.
- **Corporate governance:** We will continue to revise and adjust to continue to operate under a strong cooperate governance framework that ensures accountability, transparency, and responsible decision-making.
- **Customer & Stakeholder engagement:** We are committed to engaging with our customers and stakeholders on ESG issues and incorporating their feedback into our decision-making processes.

4. Implementation

We will implement our ESG policy through a comprehensive set of action plans which have been approved for delivery by Leep's Senior Leadership Team.

We will be transparent about our ESG performance and will communicate our progress to our employees, customers, and stakeholders on a regular basis.

This policy will be reviewed and revised annually to ensure our commitments remain relevant and targets areas of importance.

5. Measure

Key KPI's have been developed to track progress aligned to the policy ambitions including GHG emissions, water metering, health and safety and employee diversity.

6. References

POL-HS-TED-101-001 Health and Safety Policy Statement