

Environmental, Social, and Governance (ESG) Policy

Introduction

- Assidium and its related companies commit to integrating ESG considerations into our business practices
- The purpose of this ESG Policy is to focus all Assidium and Assidium Registry staff on the principles of environmental and social responsibility.
- This framework is constructed around the guidelines of the Global Trust Project

Environmental Policy

- We are committed to environmental stewardship
- Our initiatives to reduce carbon footprint have been in place for many years, amongst others, we:
 - strive to maintain a paperless environment
 - minimise staff transport by allowing work-from-home
 - purchase carbon neutral products where such opportunities are available
 - clean and re-distribute laptops no longer useful to our staff
 - we minimise business travel wherever we can by using internet-based meeting platforms
- Our staff practice sustainable resource usage and waste management both in the office and at their homes

Social Policy

- We share and check back in on our commitment to and active support of our social and environmental responsibility at every AGM
- As a relatively small company we are continually aware of the welfare of our fellow employees and our development programs are ongoing
- We offer cadet software training sessions
- Wherever relevant we engage with our community in order to improve it where we can

Governance Policy

- See our **Code of Conduct**, for ethical and transparent decision making.
- Transparency and accountability measures – see our **Code of Conduct - Financial Integrity** document.

Implementation

- In order to join and improve the fight against climate change, building a carbon registry has in itself been an exercise in environmental responsibility. Our intention is to maintain an independent registry that focuses on integrity and actively maintains a hard line against any corruption in the carbon markets by applying consistent, transparent and ethical standards.
- All employees are strongly encouraged to raise awareness on the principles of ESG, both within the company and in our wider community.

Monitoring, Reviewing and Reporting

- We check back in on our ESG performance annually, with individual report-back processes.
- ESG is a clause included on the agenda of every General Meeting held by the Directors so as to encourage ESG result improvement, and inform day-to-day decision-making.
- We may take disciplinary measures in respect of employees who breach this policy, up to and including contractual termination.