

ESG Policy.

ESG (**environmental, social and governance**) is a collective term for the impact on the environment and society made by any business. It is a good measure of how robust and transparent the business' practices are, in terms of leadership, day-to-day operations and internal controls.

As part of our commitment to the best practices, Juntos will publish an annual **Impact Report** and **Carbon Reduction Plan** (downloadable through our website), so that our customers can measure our performance and our impact on society in an open and transparent way.

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Environmental.

- ✓ Our locations must achieve a minimum EPC rating of 'C', as better insulated buildings, means lower energy consumption and a lower carbon footprint.
- ✓ We procure our energy from renewable sources only, supplied by partners such as Opus Energy.
- ✓ We have a strict recycling policy at all our locations (copy available upon request), with clearly marked recycling facilities (including glass, plastic, card, paper, food waste, batteries and ink cartridges).
- ✓ All our locations are adorned with live planting, supplied by our Biophilia partner, Leaflike.
- ✓ We are committed to transparent carbon reporting (scope 1 and 2) and produce a carbon emissions report and a carbon reduction plan on an annual basis.
- ✓ Our locations have sensor-based lighting and HVAC installed, designed to reduce energy consumption when offices are vacant or not in use.
- ✓ We are committed to eliminating single use plastic at our locations, switching to more environmentally-friendly products where possible.
- ✓ We only use cleaning services provided by vetted suppliers, such as Greenzone, using no harmful chemicals.
- ✓ We have a strict framework agreement with all our suppliers to ensure that we minimize any adverse environmental impact.

Social.

- ✓ Each of our locations have a local nominated charity partner. The team at each site are committed to making a positive contribution to the local community.
- ✓ We encourage 'togetherness', and offer an extensive events calendar, with carefully curated wellness events and social gatherings.
- ✓ We provide fresh fruit, snacks, filtered water and hot beverages free of charge at all our locations, with nutritional information and allergen information clearly displayed.
- ✓ Our locations offer an inclusive workplace for all employees and members, and we are advocates for LGBTQ+ rights.
- ✓ We are committed to eliminating 'period poverty', with female hygiene products available at all our locations free of charge.
- ✓ All our locations offer a space to relax and unwind, away from daily life.
- ✓ The physical and mental wellbeing of our team is core to our business. We offer an enhanced rate of sick pay, and all employees have access to mental health training and support.
- ✓ In line with common policy across the EU, we have implemented a 'Right to Disconnect' policy for all employees.
- ✓ Every member of our team will become a mental aid first aider, to better support our occupiers and each other.

Governance.

- ✓ We are committed to ethical business practices and a strict moral code, enshrined in our Articles of Association.
- ✓ We aim to maintain the highest standards of accounting integrity and transparency.
- ✓ We are focused on providing fair representation across all levels of our business, from the most junior member of the team, through to board level. As such, we appoint a junior member of our team to our board on a rotational 12-month basis.

A photograph of a forest path with sunlight filtering through the trees. A black rectangular box is centered in the upper half of the image, containing the word "Juntos." in white serif font with a yellow dot on the period.

Juntos.

Together, everyone wins.