

Juntos.

ENVIRONMENTAL • SOCIAL • GOVERNANCE

Our 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.

Together, everyone wins.



Environmental



OUR COMMITMENTS

- Our locations must achieve a minimum EPC rating of 'C', as better insulated buildings mean lower energy consumption and a lower carbon footprint.
- Our energy is supplied by our nominated partner, **Crown Energy**. We are committed to using 100% biomethane gas and electricity produced entirely through renewable sources at all locations.
- We have a standardised recycling policy across all locations, with clearly marked waste management facilities (covering glass, plastic, card, paper, food waste, batteries and ink cartridges). Our waste management supplier is **Veolia**.
- All our locations are adorned with live planting, supplied by our nominated Biophilia partner, **Oasis Live Planting**.
- 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.
- Our cleaning is provided by **Hawkeye Cleaning and Support Services**, using only friendly enzyme and plant-based cleaning products. Hawkeye is a registered B-Corp and proudly carbon-neutral business, with 80% of their vehicle fleet EVs.
- We have a strict framework agreement with all our suppliers to ensure that we minimise any adverse environmental impact.

Social●



OUR COMMITMENTS

- 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 is a trained mental aid first aider, as part of our efforts to better support our occupiers and our team.

Governance●

OUR COMMITMENTS

- 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**.



Together, everyone wins.

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Juntos.

