Corporate Social Responsibility (CSR) & Environmental & Social Governance (ESG) Policy Statement

Version Control

When any part of this document is amended, a record is made in the Amendment Log shown below.

Issue	Issue Date	Additions/Alterations	Initials
1	06.03.2023	Pulled out of main Staff Handbook. Updated branding and style. Version control table added.	LD
1.1	04.04.2024	Re-branded	LD

1.   Sustainable Business Practices

1.1   Trust Systems has a proven track record of profitable growth and success. In addition to delivering strong returns to shareholders, we're committed to incorporating social responsibility, governance, and sustainability as a core value within our organisation.

1.2   We believe our commitment to pursuing CSR / ESG initiatives can be achieved in parallel with building the long-term interests of our shareholders. The integration of sustainable business practices creates lasting results that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate.

1.3   Our approach to corporate sustainability is based on UK Sustainable Development Goals and our commitment to achieving a more sustainable future.

1.4   Our Board of Directors are responsible for reviewing and overseeing corporate responsibility policies and programs. Trust Systems executive team oversees the implementation of these policies and coordinates our efforts to identify, address, train, and report on our ESG risks and opportunities and foster a dialogue on these issues with ESG experts, employees, shareholders and other stakeholders.

2.   ESG Policy Statement

2.1   Trust Systems is committed to building environmental sustainability, social responsibility, and effective corporate governance into all aspects of our business. This ESG policy statement reflects our commitment to improving how our business decisions and policies address opportunities for sustainability. We expect this policy statement to be upheld by all employees, including executives, officers, and directors of the Company. As we look ahead to the future, we will continue to be transparent and remain focused on expanding our sustainability efforts.

3. Environmental Sustainability

3.1 We're committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and operate in compliance with environmental regulations. Our environmental policy details our policy aims in this regard. Also then have the Environment Policy as a link separately of course within that heading

4. Statement On Climate Change

4.1 Trust Systems is committed to protecting the earth's vital natural resources and reducing its environmental impact by operating in an ethical and responsible manner. We recognise that climate change is a global issue that requires the cooperation and contributions of all citizens, industries, businesses, and governments, nationally and globally. Reducing greenhouse gas emissions, switching to renewable energy sources when possible and taking other actions to mitigate the effects of climate change are necessary to help protect our future. We are in support of the 2015 Paris Climate Accord, which aims to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius. We believe we have an opportunity to further address climate change by making our own Company more sustainable and by implementing effective solutions across our organization, supply chain, vendors, and business partners.

5. Sustainable Products

5.1 At Trust, we provide a full managed service across our solution offerings, comprising:

5.1.1 Datacentre deployment and management

5.1.2 Customer service desk with full support and maintenance

5.1.3 Hardware management

5.1.4 Application hosting

5.1.5 Security

5.1.6 Consultancy

5.2 As the leading provider in these areas, we believe we play an important role in building a sustainable future for our employees, our environment, and the communities in which we live and operate. Specific to our industry, we are focused on the following opportunities related to climate change and sustainability:

5.2.1 Reducing the Company's carbon footprint by tackling low carbon opportunities such as reducing waste and conserving natural resources in our processes, supply chain and throughout our organisation

    5.2.2   Building, Installing and supplying sustainable products that allow clients to reduce their own carbon footprint by utilising technology to reduce energy consumption where possible

    5.2.3   Offering sustainable, affordably priced solutions to clients based on their needs

    5.2.4   Helping create happy, healthy communities in part by educating clients, employees, business partners and other stakeholders on environmentally sustainable practices

    5.2.5   Complying with all relevant and applicable environmental laws, policies, and regulations

6.   Social Responsibility

We're committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering women and minorities, operating ethically and supporting our local communities.

7.   Corporate Governance

We're committed to building a culture dedicated to ethical business behaviour and responsible corporate activity. We believe strong corporate governance is the foundation to delivering on our commitments.