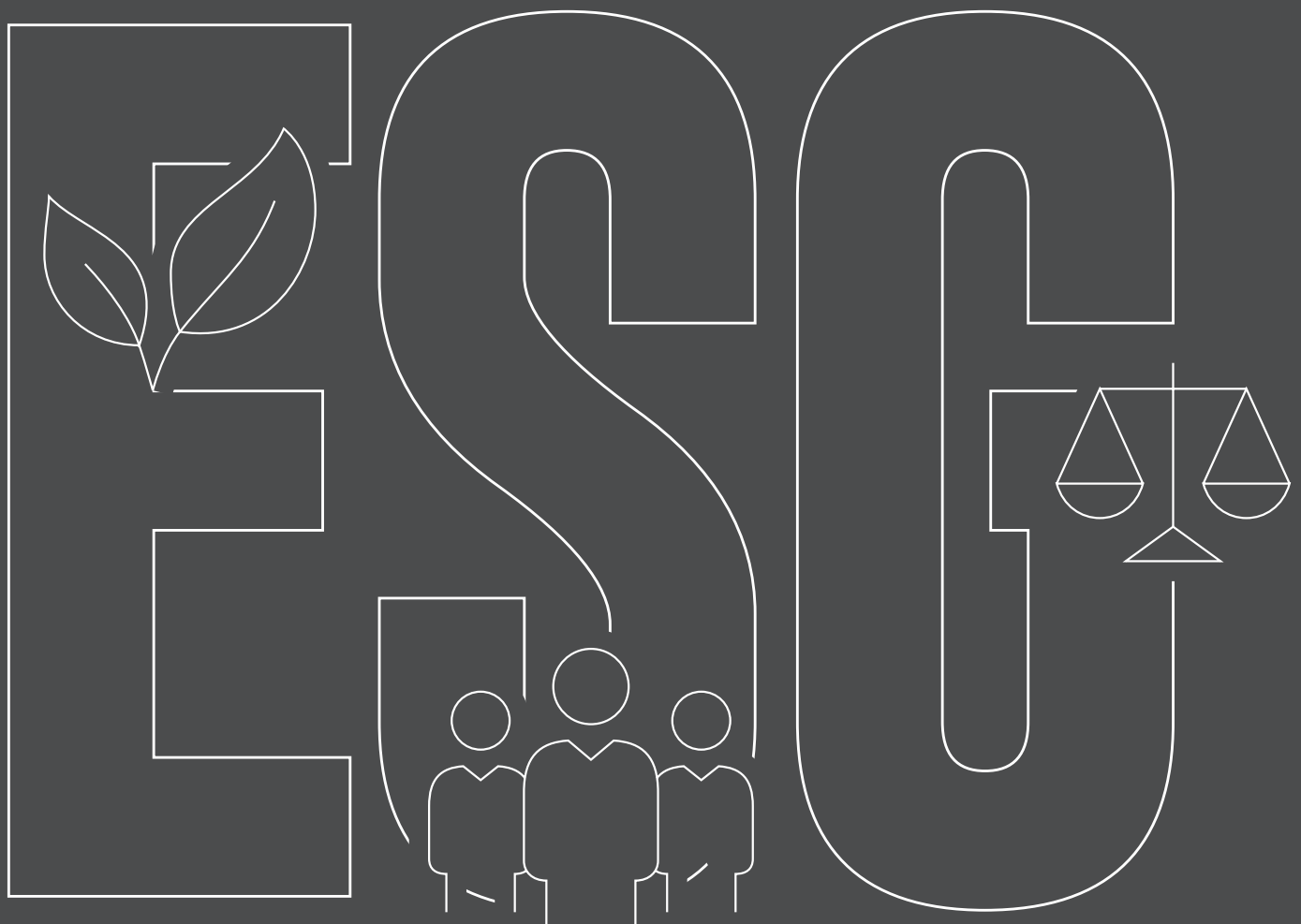




Environmental, Social
& Governance Policy



Guildford | Leatherhead | Woking | Farnborough | Sevenoaks



Environmental, Social & Governance (ESG) Policy

Environmental

Hurst Warne (the Company) recognises and accepts its responsibilities as an employer to ensure, so far as is reasonably practicable, that it will always act in a manner that has the least impact on the environment.

The Company will endeavour to maintain a consistently high standard in pursuing this objective paying particular regard to all environmental legislative requirements. The Company, so far as is reasonably practicable, will eliminate, reduce and minimise the amount of waste it produces. Where possible, recycling techniques will be applied to waste streams generated by the Company. The Company will supply sufficient resources for this Environmental Policy in order to fulfil its principles.

Carbon Neutral - Hurst Warne are pursuing a target to be Carbon Neutral by 2030. To achieve this, the Company will, so far as is reasonably practicable:

- Assess the environmental effects of all the Company's policies and procedures to ensure it does all it can to reduce the Company's impact on the environment by doing the following:
 - > Reducing greenhouse gases
 - > Decreasing carbon emissions and fossil fuel use
 - > Researching and implementing renewable energy solutions
 - > Improving efficiency in carbon-intensive practices
 - > Adopting clean technology
 - > Implementing green building practices
 - > Improving energy efficiency



- > Conserving water and other natural resources

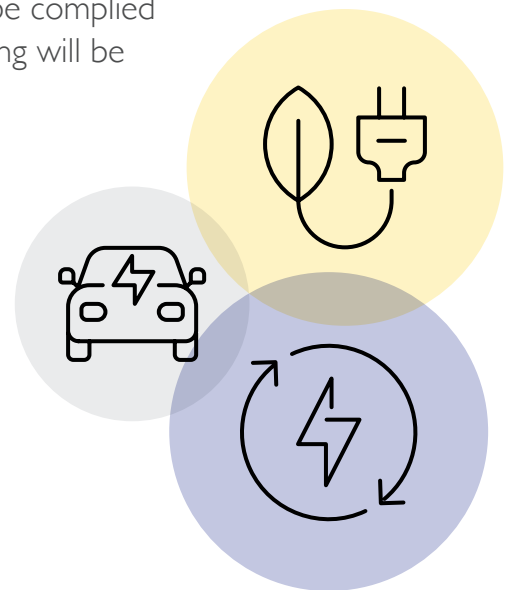
Environmental (continued)

- Provide sufficient information, instruction, training and supervision to enable all employees and other persons, e.g., contractors, to understand hazards to the environment and minimise them during their work activities.
- Regularly review and, if necessary, revise environmental procedures to encourage best practices and reduce environmental impacts.
- Set objectives and targets that will be reviewed and revised, where necessary, to reduce the company's impact on the environment.

The Company is committed to continuous improvement and ensuring that best practice is implemented to ensure high standards of environmental practice. The Directors of the Company will ensure that sufficient resources are provided so the Policy can be complied with for all activities undertaken. Appropriate ESG training will be given to staff.

Where are we on our journey to achieve this?

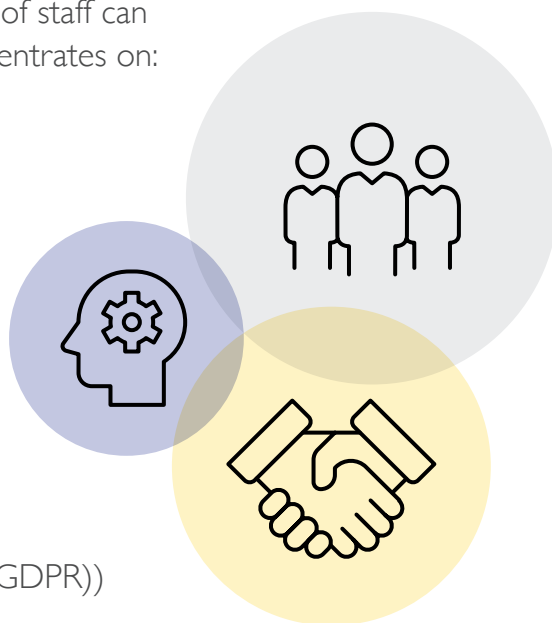
- A) Directors of the company are seeking to lease fully EV cars during the course of 2023/24.
- B) With regard to the company's owned properties quotes are being sought for the removal of gas fired boiler & hot water systems and replacement with a low carbon alternative.
- C) A number of Directors have actively engaged with LoCase – Low Carbon Across the South & East, see locase.co.uk with regard to reducing carbon emissions at Hurst Warne.



Social

The Company will regularly review its social criteria, which looks at how Hurst Warne treats people. We aim to create an inclusive and engaging working environment and culture where all members of staff can be the best versions of themselves. Our strategy concentrates on:

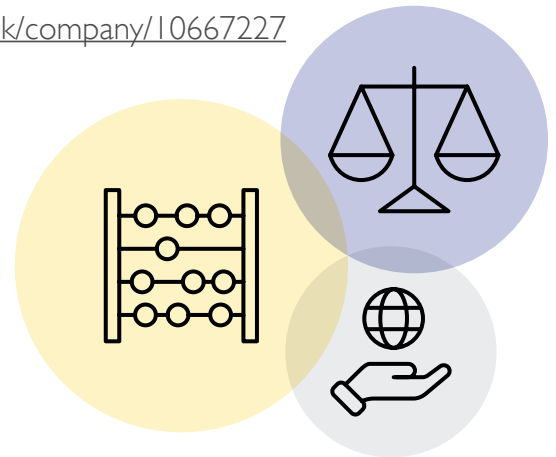
- **Employee Relations**
- **Employee benefits**
- **Working Conditions, including Child Labour & Slavery** (see our Modern Slavery policy)
- **Employees mental health**
- **Innovation**
- **Supply chain management**
- **Data hygiene and security** (see our Privacy Policy (GDPR))
- **Gender diversity and inclusion**
- **Health & Safety** – Hurst Warne has a strong Health & Safety culture in all its offices and adheres to all relevant legislation and goes above and beyond to assist staff & Directors in this area. Please see our website at hurstwarne.co.uk/legal for our 'Lone Working Policy'
- **Conflict Resolution** – The Company operates a robust Complaints Handling procedure, Please see our website at hurstwarne.co.uk/legal for our policy
- **Community Relations**
 - A) Nic Pocknall is a voluntary Governor at a school in Sevenoaks where he contributes to the strategic development of the school and is assisting with the proposed development of a new school hall.
 - B) Steve Barrett is on the committee of Liphook & Ripsley Cricket Club who have several hundred members.
 - C) Simon Fitch is Club Secretary of Teddington Athletic, which is a mixed football club of 50 teams and 650 players from 6 -18 years.
 - D) The Hurst Warne Leatherhead office has recently purchased a lifesaving Defibrillator machine which is registered with the ambulance service for the local community to use.



Governance

The Company will regularly review its governance criteria, which examines how a company polices itself and is governed, and focuses on:

- **Tax strategy** – We aim to be fair and transparent with regard to our tax policy, for further information pls see our company accounts at <https://find-and-update.company-information.service.gov.uk/company/10667227>
- **Executive Remuneration** – Shareholders funds can be seen in our company accounts
- **Board Diversity and Structure** – Hurst Warne seeks to promote and encourage diversity on its Board
- **Donations** – Please see our accounts for details of our charity donations
- **Corruption and Bribery** – We adhere to the RICS Professional Standards and Guidance, Global Countering Bribery and Corruption, Money Laundering and Terrorist Financing 1st edition, February 2019 Professional Statement, see RICS website for the statement



Hurst Warne is regulated by the RICS
(Royal Institution of Chartered Surveyors)



The RICS states:

'In a complex and rapidly changing marketplace, clients seek confidence and security. Obtaining 'Regulated by RICS' status allow your firm to meet this need.'

'Our development and enforcement of leading international standards, protects consumers and businesses by ensuring the utmost level of professionalism is employed across the built and natural environment.'

<https://www.rics.org/uk/upholding-professional-standards/>

For further information on any of the points within Hurst Warne's ESG Policy please contact:



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Our Guildford, Leatherhead, Woking, Farnborough and Sevenoaks regional offices cover Kent, Surrey, Hampshire, Berkshire & the South West M25



hurstwarne.co.uk