

EQ Group: ESG Policy Statement – January 2023

EQ adopts an Environmental, Social and Governance (ESG) Framework designed to be fully aligned to the components of EQ’s existing governance and risk structure. ESG is therefore covered by a range of policies and documents detailed in the table below.

Policy	Summary
Social & Ethical Business Policy	The Social & Ethical Business Policy sets out minimum controls for Human Rights, Modern Slavery, Community Engagement & Ethical Business that all EQ business areas attest to no less than annually in the Risk Management system.
Equality, Diversity & Inclusion Policy	The Equality, Diversity & Inclusion Policy applies appropriate measures to ensure the fair treatment of all colleagues, ensuring adherence to applicable legislative and regulatory requirements, in all jurisdictions we operate within.
Environment Policy	The Environment Policy sets out the minimum controls on Environment that business areas attest to no less than annually in the Risk Management system.
Responsible Business Handbook	<p>The Responsible Business Handbook is the overarching document that sits behind the Social & Ethical Business and Environment Policies covering a range of measures to ensure we conduct our business ethically, responsibly and in line with regulatory requirements</p> <p>The Responsible Business Handbook contains sections on the following areas:</p> <ul style="list-style-type: none"> • EQ Corporate Responsibility Strategy and principles • Human Rights • Modern Slavery and Human Trafficking • Environmental Impacts and Risks • Community Engagement
Environment Statement	These Statements are available on the EQ website and set out the principles explaining how EQ abides by those principles.
Ethical & Responsible Business Statement	
Human Rights Statement	
Sustainable Procurement Policy Statement	The Sustainable Procurement Policy Statement is policy seeks to embed the consideration of environmental and social impact in sourcing and supply chain decisions made by Equiniti and ensure both Equiniti and our suppliers seek to promote and deliver sustainable solutions where practical.
Modern Slavery Statement	This Statement is a legally required document which is published on the EQ website and sets out the activities which have been undertaken in the last 12 months to mitigate the risk of Modern Slavery within EQ.
Whistleblowing	The Whistleblowing policy sets out the minimum controls for Whistleblowing that business areas attest to no less than annually in the Risk Management system. This is further supported through a comprehensive section within the EQ Compliance Handbook providing colleagues with options which include both internal and external escalations to a third party.
Core Responsibilities	All colleagues are required to complete mandatory annual training for Core Responsibilities. This includes key aspects of ESG and ensures that colleagues know what their responsibilities are.