

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Overview

Skillcast has a purpose: "To enable companies to build ethical and resilient workplaces" and has a vision "To be the leading provider of digital training and technology for staff compliance".

To deliver on our purpose and vision, we are guided by the following four values:

- Care: We pay attention to detail and act responsibly
- Transparency: We are open and honest
- Collaboration: We are supportive and respectful in working together toward common goals
- Continuous Improvement: We are open and curious, willing to learn and strive to improve

Policy statement

Skillcast believes that focusing and integrating ESG into its investment and operations decision-making is important in delivering on its purpose and vision.

ESG principles

1. Ensure the sustainability of our operations and embed a culture of environmental awareness
 - a. Certified as a company committed to achieving sustainability objectives by monitoring carbon emissions annually
 - b. Achieve Net Zero status, in line with the latest Science-based Targets, by 2050
 - c. Provide staff training on environmental awareness in business
 - d. Consider environmental factors in business decisions in line with our Carbon Reduction Plan (CRP)
2. Make a positive social impact with our operations
 - a. Engage with employees and offer a healthy work environment
 - b. Maintain diversity, equality and inclusion in our workforce
 - c. Pay competitive market wages to employees and ensure living minimum wage in our supply chain
 - d. Actively donate to ESG charities
3. Meet our regulatory and corporate governance obligations
 - a. Comply with all laws, regulations and relevant standards
 - b. Protect the personal data of all data subjects
 - c. Avoid negligent, unfair or corrupt business practices
 - d. Provide compliance training to employees
 - e. Maintain a Whistleblowing Policy as a platform for employees to raise concerns
4. Support our customers in making a positive ESG impact
 - a. Provide e-learning to increase staff awareness of environmental, social and governance issues
 - b. Provide tools to support and monitor staff compliance with laws, regulations, policies and procedures



- c. Raise awareness and manage our carbon footprint by encouraging sustainable practices for travel and digitisation of processes, staff training and other compliance procedures