

Environmental, Social and Governance (ESG) Policy

Purpose

Cognisco is committed to operating as a responsible, ethical, and sustainable organisation. This **Environmental, Social and Governance (ESG) Policy** sets out the principles that guide our decision-making, operations, and culture. It reflects our belief that long-term success is achieved by integrating environmental stewardship, social responsibility, and strong governance into every aspect of our business.

Scope

This Policy applies to all Cognisco employees, contractors, partners, suppliers, and stakeholders. It covers all business activities, including operations, service delivery, procurement, and strategic planning.

ESG Governance and Accountability

- The CEO and Cognisco management provide direction, oversight, and accountability for ESG performance.
- ESG objectives and progress will be reviewed annually and reported to senior leadership.
- Relevant policies, procedures, and controls will be updated as needed to ensure alignment with this Policy.
- All employees share responsibility for upholding ESG commitments and are expected to act in accordance with this Policy.

Environmental Responsibility

Cognisco is committed to minimising its environmental impact and promoting sustainable practices across its operations.

We commit to:

- **Legal Compliance:** Adhering to all applicable environmental laws, regulations, and standards in the regions where we operate.
- **Resource Efficiency:** Reducing energy consumption, waste generation, and greenhouse gas emissions, and continually improving operational efficiency.
- **Sustainable Practices:** Embedding sustainability into procurement, travel, office management, and service delivery.

- **Circular Economy Principles:** Encouraging reuse, recycling, and responsible waste management.
- **Biodiversity and Conservation:** Supporting initiatives that protect natural habitats and reduce environmental degradation.
- **Environmental Training:** Providing employees with awareness and training on sustainable practices.
- **Targets and Measurement:** Establishing measurable environmental objectives and reviewing progress annually.

Social Responsibility

Cognisco is committed to fostering a diverse, inclusive, safe, and supportive environment for employees, partners, and communities.

We commit to:

- **Diversity, Equity and Inclusion:** Creating a workplace that values differences and provides equal opportunities regardless of race, gender, age, sexual orientation, disability, or other protected characteristics.
- **Health, Safety and Wellbeing:** Maintaining a safe working environment, preventing incidents, and supporting the physical and mental wellbeing of employees and contractors.
- **Fair Labour Practices:** Upholding human rights, preventing modern slavery, and ensuring fair working conditions across our supply chain.
- **Employee Development:** Supporting continuous learning, skills development, and career progression.
- **Community Engagement:** Contributing positively to local and international communities through partnerships, volunteering, and initiatives aligned with our business purpose.
- **Data Ethics:** Ensuring responsible use of data and technology, including fairness, transparency, and privacy in digital solutions.

Governance Responsibility

Cognisco is committed to maintaining strong governance practices that promote integrity, accountability, and ethical conduct.

We commit to:

Regulatory Compliance: Meeting all legal, regulatory, and industry requirements related to human rights, occupational health and safety, environmental protection, and business conduct.

Ethical Business Conduct: Upholding high standards of integrity, including anti-bribery, anti-corruption, fair competition, and responsible procurement.

Risk Management: Identifying, assessing, and mitigating risks - including cyber security, data protection, operational risks, and ESG-related risks.

Data Protection and Privacy: Implementing robust measures to safeguard personal and organisational data in line with applicable laws.

Whistleblowing and Reporting: Providing safe channels for reporting concerns and ensuring protection against retaliation.

Supplier Governance: Encouraging suppliers and partners to meet equivalent ESG standards and conducting due diligence where appropriate.

Stakeholder Engagement

Cognisco recognises the importance of engaging with stakeholders to ensure transparency and continuous improvement.

We commit to:

- Communicating ESG priorities and progress to employees, partners, and clients.
- Collaborating with suppliers to promote responsible sourcing and ethical practices.
- Considering stakeholder feedback in shaping ESG strategy and objectives.

Monitoring, Reporting and Continuous Improvement

ESG performance and targets will be monitored.

Progress will be reviewed annually by management and used to inform future objectives.

Cognisco will strive for continuous improvement by adopting best practices and aligning with relevant international frameworks where appropriate.

This Policy will be reviewed at least once per year or sooner if required by regulatory or organisational changes.

Date of Review: 27.04.2026	Signed: <i>A Knight</i>
Date of Next Review: Jan 2027	Print Name: Amanda Knight Position: CEO