

Environmental, Social & Governance (ESG) Policy

Policy Statement

At ARC we showcase our dedication towards sustainability and responsible business practices through our commitment to maximising the positive impact that we have on the world. This means taking a holistic approach to sustainability, considering the environmental, social, and governance impacts of our business decisions.

1. We are committed to minimising our environmental impact and promoting sustainability in all aspects of our business. We will set ambitious targets for reducing greenhouse gas emissions, conserving natural resources, minimising waste, and will regularly review and report on our progress. We will prioritise the use of renewable energy and will seek out opportunities to offset our carbon footprint. We will also prioritise the use of sustainably sourced materials and products and will work with our suppliers to encourage responsible practices throughout our supply chain.
2. We are committed to creating positive social impact and supporting the communities in which we operate. We will prioritise diversity, equality, and inclusion in our workforce and will work to create a positive and inclusive culture. We will also engage with our stakeholders to understand and address their needs and concerns.
3. We are committed to transparent and accountable business practices and will adhere to the highest standards of governance. We will regularly review and update our policies and procedures to ensure that they align with our values and principles. We will also engage with our stakeholders to ensure that our decision-making is informed and responsive to their needs and concerns.

We recognise that sustainability is a shared responsibility and are committed to working with our stakeholders to drive positive change. We believe that by taking a leadership role in sustainability, we can not only create a better future for ourselves, but for generations to come.

This policy applies to all individuals working for ARC or on the Company's behalf in any capacity, including Employees, Directors, Officers, Agency Workers, Volunteers, Agents, Contractors, Consultants and Business Partners.

Key Focuses

ARC's ESG policy is focused on, but not limited to:

Social

Equality, Diversity & Inclusion: ARC is committed to providing and maintaining an inclusive environment, free from discrimination for all employees and individuals

working on behalf of the company. We are proud to provide equal opportunities and operate a zero-tolerance stance to any form of discrimination in the realms of race, age, sex, sexual orientation, religious beliefs and/or disabilities.

Human Rights & Modern Slavery: We operate zero-tolerance towards modern slavery and are committed to acting ethically and responsibly in all our business functions, this transpires to functions and practices within our supply chain, ensuring suppliers adhere legally and to ARCs Supplier Code of Conduct.

Health, Safety & Well-Being: Health, Safety & Well-being is of the upmost importance at ARC, we strongly believe all individuals working for or on behalf of the company have the right to work in a safe and suitable environment, and we are committed to ensuring our site has mitigated all risks so far as is reasonably practicable.

Workforce Engagement: We encourage a working environment where all employees feel motivated, valued, and empowered to achieve, and believe that Workforce Engagement is integral to driving innovation & improvement across the company, including products, services, and customer experience.

Environmental

Environmental Management: Minimising negative impacts on the environment is extremely important to ARC, from an ethical, and legal view, as we strive to reach Net Zero Emissions by 2050. As a company, we are firm believers that there is always more progress to be made and endeavour to continuously improve on our impacts.

Greenhouse Gas Emissions (GHG): ARC recognises the importance of efforts to reduce GHG Emissions, as such we have aligned our goals with the UK Governments target of reaching Net Zero Emissions by 2050. To achieve this goal, we have infused our practices with the environment in mind having taken steps to minimise our waste and maximise resource efficiency.

Responsible Waste Management: In our commitment to sustainability, ARC places strong emphasis on Responsible Waste Management and demonstrates this through strategic initiatives and conscientious practices, aimed to minimise our carbon footprint and help contribute towards a healthier planet.

Responsible Utilities Management: In recognising the growing need to protect the environment, ARC takes responsibility for our site operations and encourages employees to minimise adverse environmental impacts within their spheres of control.

Governance

Ethical Business Practices: We are dedicated to upholding ethical business practices in all aspects of our operations. Our employees and stakeholders are expected to adhere to the highest standards of integrity, honesty, and fairness. This includes, but is not limited to, compliance with all applicable laws and regulations, fair competition, and responsible marketing.

Risk Management: ARC is dedicated to mitigating risks related to our operations; this concept expands to activities within our supply chain. To assess potential suppliers against our risk management framework and ESG criteria, we operate a comprehensive Due Diligence process.

Transparency: We encourage a culture of transparency and accountability, and encourage employees and stakeholders to report any concerns, including unethical behaviour or violations of company policies, without fear of persecution.

Anti-Bribery and Corruption: Our commitment to anti-bribery is demonstrated through prohibiting the offering, giving, receiving, or soliciting of any bribe, whether in cash or other forms, and emphasises our zero-tolerance stance towards bribery and corruption.

Training & Communication

At ARC, we understand that ESG touches on all areas of the business. The company champions this notion by empowering all employees with annual ESG awareness training to cultivate a companywide understanding of ESG practices.

ARC furthers this commitment by collaborating with stakeholders to attain ESG goals, acting transparently and providing education on ESG matters where necessary.

Policy Compliance

ARC recognises the importance of ESG compliance, and as such requires all employees and stakeholders to comply with the aspects discussed in this policy.

The company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy. ARC is committed to its ESG functions and to continuous improvement within these functions.

If you believe or suspect a breach of this policy has occurred or may occur, you must bring this to the company's attention for review.

Policy Responsibility

The Chief Executive Officer has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. ARC's Director of Operations & ESG has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, auditing internal control systems and reviewing & updating policies & procedures to ensure they remain effective. They are also responsible for investigating potential breaches.

Breach of Policy

Any employees who breach this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

ARC may terminate its commercial relationship with stakeholders, suppliers, contractors, and other business partners if they breach this policy and/or are found to be involved in practices which conflict with ARC's policies.

Summary

Overall, our ESG policy is designed to guide our actions and decision-making in a way that promotes sustainability, responsibility, and long-term success. We believe that by taking a holistic approach to ESG, we can create value for our employees and stakeholders, increase efforts towards environmental and social justice, and build a better future for all.