

Environmental, Social and Governance (ESG) Policy

1 Policy Statement (Introduction & Ethos)

Impact Futures Group is committed to embedding Environmental, Social and Governance (ESG) principles across all aspects of our business, from learner outcomes and employee wellbeing to ethical governance and environmentally sustainable operations.

Our ESG approach is designed to deliver long-term value, strengthen trust with stakeholders, support public sector requirements, and create positive impact for learners, colleagues, customers, and communities.

2 Introduction and Ethos

Impact Futures Group believes responsible business practices are fundamental to sustainable growth and long-term organisational success.

We are committed to operating in a way that:

- Reduces environmental impact and supports climate action
- Promotes inclusion, wellbeing, safeguarding and opportunity
- Maintains strong governance, ethical conduct and accountability
- Creates positive social value through education, skills and employability

Our ESG commitments are embedded through governance structures, operational practices, and continuous improvement activity across the Group.

3 Our Commitment

We promote:

- Measuring and reducing greenhouse gas emissions in line with recognised standards
- Supporting employee wellbeing, engagement and inclusion
- Delivering safe, high-quality learning experiences
- Creating meaningful social value through volunteering, partnerships and community initiatives
- Maintaining robust governance, compliance and ethical standards
- Taking a proportionate and responsible approach to supply chain oversight
- Reviewing ESG performance regularly to drive continuous improvement

4 Scope and Purpose

This policy applies to:

- The learners and customers of Impact Futures, The Childcare Company, tend, Captiva and First Response First Aid (collectively IFG).
- All employees (on all basis).
- Employers (organisations that work in partnership with us).
- Suppliers (external partners who are in receipt of and/or provide IFG training/delivery).
- External stakeholders and visitors (please see visitor invitation form).

5 Environment Commitments

Carbon & Energy Management

We are committed to reducing our carbon footprint and improving operational efficiency. We measure greenhouse gas emissions in line with the Greenhouse Gas (GHG) Protocol and support relevant reporting expectations including PPN 006, SECR and ESOS requirements where applicable.

We track emissions reduction targets, energy usage and intensity metrics to support transparency and continuous improvement.

Sustainable Transport and Employee Choices

We encourage low-carbon commuting and sustainable behaviours through initiatives including electric vehicle salary sacrifice schemes, improved travel monitoring and employee engagement activity.

Biodiversity & Environmental Engagement

We support biodiversity and environmental awareness through initiatives such as Roots for Achievers and environmental learning opportunities for colleagues and learners.

6 Social Commitments

Employee Health, Safety and Wellbeing

We prioritise employee wellbeing, health and safety, and mental health support through appropriate monitoring, wellbeing initiatives and continuous improvement.

Engagement, Retention and Inclusion

We promote an inclusive workplace culture and monitor engagement, retention and diversity metrics to support a positive colleague experience and equitable opportunity.

Learner Outcomes and Safeguarding

We are committed to delivering safe, inclusive and high-quality learning experiences, supported through safeguarding processes, learner feedback and performance monitoring.

Community and Customer Impact

We create social value through volunteering, partnerships, customer engagement and community- focused initiatives that support our organisational purpose.

7 Governance Commitments

ESG Oversight & Leadership

ESG activity is overseen through an ESG Steering Group and ESG Working Group structure, providing strategic oversight, performance monitoring and operational delivery support.

Ethical Conduct & Compliance

We maintain policies and procedures that support ethical conduct, whistleblowing, anti-bribery, compliance and responsible business behaviour.

Governance Performance

We review ESG performance regularly through reporting, policy review and governance processes to ensure accountability and transparency.

Supply Chain & Procurement

We take a proportionate, risk and spend-based approach to responsible sourcing and supplier oversight.

Our approach includes consideration of safeguarding, ethical conduct, data protection and ESG-related risks within our supply chain.

8 Monitoring, Reporting and Data Integrity

We review ESG performance through regular reporting processes using operational, HR, finance and governance data sources.

We are committed to maintaining appropriate data privacy and cybersecurity standards to protect sensitive information and support regulatory compliance.

9 Accountability and Review

This policy will be reviewed annually by the ESG Steering Group to ensure continued alignment with organisational priorities, legislation, stakeholder expectations and operational learning.

Updates will be communicated through internal governance processes and relevant ESG reporting activity.

10 Context

This policy has been developed in alignment with relevant ESG reporting expectations, public sector procurement considerations, safeguarding obligations, and responsible business practice principles.

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