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# ESG Policy

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British Solar Renewables is a trading name of BSR Group Holdings Limited | Company number 08146982

Registered at: 35 and 35a The Maltings, Lower Charlton Trading Estate, Shepton Mallet, Somerset BA4 5QE



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# Revisions

<i>Revision</i>	<i>Date Issued</i>	<i>Change</i>	<i>Approved By:</i>
1	20/10/21	First issue	T. Humpage
	12/01/26	Second issue	T.Humpage

# Purpose

BSR Group Holdings Limited and its subsidiaries (“BSR, “it,” “our,” or the “Group”) exist to create abundant and accessible renewable energy which has a positive impact on people and the planet by developing, building, owning and operating renewable energy plants.

BSR recognises that our actions as a business and as individuals have consequences on:

- The natural environment.
- Society, communities and the people it interacts with.
- The integrity of our business.

# Scope

This policy applies to:

- BSR Group Holdings Limited and all companies within the BSR group (together the “Group”).
- All employees of the Group, including permanent, temporary, and agency staff.
- All subcontractors and their employees.
- Any third parties or visitors operating on or attending our sites.

# Objective

BSR’s objective and commitment through this Environmental Social and Governance (“ESG”) policy is to:

- Identify environmental, social, and governance risks posed by and to our business.
- Seek to manage and mitigate those risks.
- have a positive impact on the environment, and society whilst maintaining the integrity and profitability of the Group for the benefit of employees and shareholders.

BSR has identified the following initial key areas where ESG issues impact, or are impacted by our business:

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Climate change	Labour standards	Modern Slavery
Carbon footprint reduction/SBTi scopes 1,2 and 3/Carbon Net Zero	Health and Safety, Everyone Safe Always, ISO 45001, LV and HV Rules, training	Supplier Engagement – PQQ, Approved Supplier process
Renewable Energy	Community relationships, Community Benefit, Social Impact, Cultural Heritage, Impact Report	Stakeholders – Board, Shareholders, conflicts register
ISO 50001 -Energy consumption/ usage – offices, sites, fleet	ISO 9001 – customer satisfaction, surveys	Cyber security, AI
Biodiversity- target 60% gain, LEMPS, ecological surveys, bird boxes, bug hotels, bees	Education Engagement Pledge, STEM, positive community contribution	GDPR, data protection
ISO 14001	Equality, Diversity, inclusion, treat everyone with respect, equality and dignity,, culture, employee engagement	Anti-bribery policy
Sustainable suppliers – Banks, Pensions, Energy	Mental health – Mental health first aid training, Life Works, sport, yoga	Supplier engagement, PQQ, Supplier Code of Conduct, Sustainable Procurement Policy
Reduce pollution, Decommissioning Plan	Physical Health, First aid training, AXA, sport, yoga	KYC, RBA, Sanctions Policy, World Check
Nature Protection Pledge, Stewardship, collaboration with Bumblebee Conservation Trust	Apprenticeships, training, mentoring	Whistleblowing, transparency

BSR has set the following business objectives:

- Keep everyone who works with and for us healthy and safe
- Help tackle climate change by creating reliable, sustainable, and profitable renewable energy
- Minimise the impact of our business activities on the planet through responsible operations, sustainable procurement and consumption
- Engage with and make a positive impact in our communities
- Increase biodiversity and support healthy ecosystems on the land within our stewardship
- Treat everyone with respect, equality and dignity.

## Environment

The objective is always to work with stakeholders to minimise the impact that our projects have on the environment during construction and maintenance and to enhance biodiversity for the local area. BSR targets a 60% net biodiversity gain for each project submitted to planning. BSR will continue to operate in a way that improves soil structure and health, supports healthy ecosystems, enhances biodiversity and protects the planet. Looking ahead the Group will focus more strongly in this area, as global environmental impact and net zero carbon is a key issue for all of us. Our aim will be to act locally to impact globally.

## Social

### People

BSR is fundamentally a people business and creating a culture that allows us to recruit and retain first-class talent is really important. As an equal opportunities' employer, diversity and inclusion form an important part of this culture. Comprehensive training programs are offered to all of our staff, with the aim of nurturing talent and creating opportunity. There is always more that can be done to put our people first and create a working environment to be proud of.

### Health and Safety

BSR has a culture in which "Everyone is safe, always." The responsibility to keep employees and sub-contractors safe is a key area of risk for the business and hence a priority.

BSR has:

- Achieved ISO 45001.
- Established a professional in-house health and safety team to manage and mitigate risk.
- Developed a rigorous approved supplier process to assess assessing contractors from a health and safety, modern slavery and financial perspective.

- Utilised Sevron software to help us develop risk assessments and manage incident and positive observation reports.
- Created a well-developed set of HV rules and are leaders in the solar industry in having a set of LV rules produced with external professional support.

## Governance

Integrity and reputation are essential to the business. BSR has robust governance and a strong compliance system which includes GDPR, anti-bribery, Modern slavery, AI and cyber security policies. These policies are underpinned by a comprehensive training program and encouragement of an open and transparent approach to speaking up. Governance is key to a healthy well-managed and sustainable business. BSR is committed to strengthening our existing systems to support the eradication of modern slavery from solar supply chains and continuing to raise awareness of the principles of good governance through the use of annual training.

## Delivery

The Deputy CEO will have responsibility for ESG matters, with full support from the CEO and the Core Team. BSR has appointed ESG champions from across the business in the areas of environmental, social and governance (the “ESG Team”) who will lead initiatives with support from the wider business. The purpose of the ESG Team will be to:

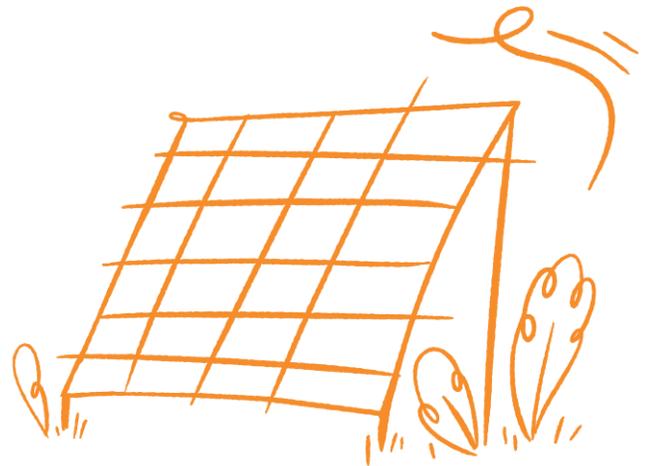
- Continually identify environmental, social and governance risks posed by and to our business, ensuring that BSR remains up to date with the latest law, guidance, approved codes of practice and best practice.
- Explore ways to manage and mitigate the risks identified.
- Instigate and implement initiatives which will have a positive impact on the environment and society whilst maintaining the integrity and profitability of the Group for the benefit of employees and shareholders.

The Group will also:

- Comply with law, guidance, approved codes of practice and best practice in relation to environmental, social and governance matters.
- Seek continuous improvement in all ESG matters.
- Raise awareness of and encourage participation of our staff, stakeholders, customers and suppliers in ESG matters.
- Regularly communicate our ESG aims and objectives to staff, external stakeholders and the wider community.
- Carry out an annual internal audit to measure our performance against the ESG Targets that the ESG Team sets and the Board approves and produce an Impact Report.
- Report to the Board at each Board meeting and to the wider business on ESG matters.



.....  
**Tim Humpage**  
**(CEO)**  
**12/01/26**



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