



LATUS GROUP ESG STATEMENT

Introduction

The Latus Group recognises the important role that occupational health services play in promoting positive changes to reduce the impact to our climate and wider society and believes that strong and responsible leadership creates an environment of positive change for all.

Whilst we give a lot of attention to our colleagues, we are mindful that our business activities also impact our customers, suppliers and the communities in which we operate.

Our commitments

Our Environmental, Social and Governance (ESG) Strategy is the overriding document which steers our actions and directs our purpose. We recognise that a strong and purposeful ESG Strategy, well delivered, will have positive benefits for all our stakeholders as well as create desirable outcomes for the business.

Principles

Our ESG Strategy is based on 3 pillars:

1. Reduce Environmental Impact
2. Promote our People
3. Govern for the Greater Good

Strategies based on these pillars overlap with our Ethical Behaviours, Equality and Diversity and Sustainability intentions.

Awareness and Engagement

We will engage our colleagues through internal communications, training, policies and procedures and feedback forums.

We will engage customers and suppliers before and during onboarding to explain our goals and to encourage and promote them to make positive change too.

We are keen to form partnerships with other organisations to further our ESG goals, and we actively participate in industry and community initiatives.

This statement covers 1 August 2024 to 31 July 2025 and has been approved at a meeting of the board of directors.

A handwritten signature in black ink, appearing to read 'W. Tate', written over a horizontal line.

[Signature]

[Date] 1/8/2024