

## Environmental, social and governance (ESG) Policy

At Arteva, we believe ESG considerations are important to our business operations, our organisations' culture and accountability to our stakeholders, ultimately leading to better outcomes for our society and the environment. Designed in line with our vision to provide financial flexibility, our ESG approach intends to improve access, create healthier communities and invest in a sustainable future.

The purpose of this policy is to document Arteva's commitment and approach to incorporating ESG issues into our processes and decision-making.

### Environmental

Arteva recognises that our business activities have an impact on the environment and therefore actively take steps to limit this impact and reduce our environmental footprint. We are committed to ensuring that our business is environmentally responsible and energy efficient, with a focus on continual improvement. Our commitment includes:

- Encouraging an environmentally conscious workplace by minimising waste, conserving energy, recycling and choosing sustainable materials and/or certified carbon neutral products where possible.
- Measuring our carbon-footprint and offsetting annually by contributing to projects that deliver measurable benefits aligned to the goals of the Paris Agreement and the UN Sustainable Development Goals.
- Allowing employees to work from home to reduce their need to travel and encourage the use of sustainable methods of transportation for business purposes.

### Social

Arteva is committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, promoting workplace health and safety, operating ethically and supporting local communities. Our commitment includes:

- Being an equal opportunities employer.
- Having zero tolerance for all forms of bullying and discrimination, including verbal, physical and sexual harassment.
- Offering a workplace environment that is conducive to good physical and mental health by providing a safe workplace, flexible working conditions and access to psychological support services.
- Giving all employees the opportunity for training and skills development.

- Giving back to the communities that we operate within (both financially and through volunteering) to improve outcomes for all.

### Governance

Arteva conducts our business ethically, maintaining good corporate governance, compliance, risk management and promoting responsible business practices. Our commitment includes:

- Having robust procedures and policies in place to govern how we operate.
- Upholding the privacy of our clients and employees and complying with the data protection laws.
- Communicating with our brokers and clients with both transparency and integrity.
- Complying with all applicable laws, regulations and standards governing our industry.

### Implementation of ESG policy

To oversee the implementation of our ESG policy and accompanying opportunities, Arteva has appointed an ESG Director, Sally Richardson. In addition to the ESG Director, two ESG officers have also been appointed to further assist with the ongoing development of our ESG commitment.

As active participation from all levels across the business is of great importance, an ongoing employment engagement plan will be developed by the ESG Director and ESG Officers to educate, promote and embed our ESG policy into our organisation.

Reports on the progress of our ESG opportunities will be made to our board on a regular basis.

Sally Richardson, Arteva's Marketing and ESG Director will ensure that this policy is reviewed and updated on an annual basis.

The CEO of Arteva, Daniel Gronert, is responsible for delivery of ESG policies and practices and for ESG performance.