



Holdfast Training Services

Environment, Social & Governance Policy

Royal School of Military Engineering

	Name	Position	Version	Date of Issue	Last Reviewed
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Approved by:	N Chapman	Managing Director	1	April 2019	



Environmental, Social & Governance Policy

Holdfast takes seriously the Environment, Social & Governance (ESG) responsibilities that it has as a client and a deliverer of construction and service activities. It seeks to ensure that it is an active manager of such issues by having positive management disciplines and procedures across all aspects of its project and that they are implemented throughout the life of its involvement.

Our Leadership

We are committed to taking a leading role on the project to ensure that the highest standards of ESG performance are implemented across the project.

Our Stakeholders

We will seek to enhance the ESG performance of all project stakeholders, clients, investors, subcontractors and staff, providing leadership, mentoring and other support at all stages of the project. We will ensure that we report our ESG activities to stakeholders to assist them in their own ESG aspirations. Where appropriate we will invest in supportive activities and wider community relationships.

Our Management Systems

We will ensure Holdfast has suitable and active ESG management systems in place and operational at all stages of the project. These systems will be continuously reviewed and refreshed periodically to ensure that they are achieving our ESG aspirations and best practice in the marketplace.

Our Performance

We will monitor our performance regularly using best practice processes and procedures. We will report that performance to shareholders and other interested parties as necessary. We note that some of our shareholders are signatories to the Principles of Responsible Investment ("PRI") and consequently have reporting obligations that are monitored and assessed by that organisation. We will seek to ensure that Holdfast plays an active part in that reporting and the high performance standards that arise from being such a signatory.

Signed:

Nik Chapman
Managing Director
Holdfast Training Services

Dated: 2 Apr 19