

CSR AND ESG COMMITMENT STATEMENT

Organisation: Test TS Business

Membership No: UKRBA-2026-0003

CSR and ESG Commitment Statement

Business Name: Test TS Business

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1. Introduction

Test TS Business is a professional services provider committed to integrating corporate social responsibility (CSR) and environmental, social, and governance (ESG) principles into the core of our operations. This statement articulates our commitment to responsible business practices, ethical conduct, and sustainable operations across all aspects of our service delivery.

As a professional services organisation operating within the United Kingdom, we recognise our responsibility to our clients, employees, supply chain partners, and the broader communities in which we operate. The professional services sector carries particular obligations with respect to ethical practice, data protection, fair labour practices, and responsible business conduct. This statement sets out the framework through which Test TS Business will discharge these responsibilities.

Our commitment to CSR and ESG is not a peripheral activity but rather an integrated approach to how we conduct business. We acknowledge that sustainable and responsible business practices contribute to long term organisational resilience, employee retention, client satisfaction, and positive community impact. We further recognise that ESG considerations present both opportunities and risks to our business model, and we are committed to managing these appropriately.

This statement applies to all operations of Test TS Business, including all employees, contractors, consultants, and supply chain partners engaged by the organisation. We expect all parties working on our behalf to adhere to the principles and commitments outlined herein.

2. ESG Strategy

2.1 Environmental Commitment

Test TS Business recognises the significance of environmental stewardship within the context of professional services delivery. Whilst our operations do not involve manufacturing, production, or heavy resource extraction, we remain committed to minimising our environmental impact through responsible resource management and operational efficiency.

Our environmental priorities include the following:

Energy consumption and carbon emissions: We commit to monitoring and reducing our energy consumption across our office and operational facilities. This includes regular assessment of our electricity usage, heating requirements, and associated carbon footprint. We will seek to transition towards renewable energy sources where commercially and practically feasible, and we will work with landlords and service providers to identify energy efficiency opportunities within leased premises.

Business travel and transportation: Professional services delivery often requires travel to client sites and offices. We acknowledge the carbon implications of business travel and commit to minimising unnecessary journeys through increased utilisation of video conferencing, virtual meetings, and remote working arrangements. Where business travel is necessary, we will encourage the use of lower carbon transport options and will maintain records of business travel to track our transportation related emissions.

Waste management and resource efficiency: We commit to responsible waste management practices across our operations, including reduction of single use plastics, appropriate recycling of paper and electronic waste, and responsible disposal of office materials. We will seek to minimise paper consumption through digital document management and will promote a culture of resource efficiency amongst our workforce.

Sustainable procurement: We will incorporate environmental considerations into our procurement processes. When selecting suppliers and service providers, we will consider their environmental practices and will preference suppliers demonstrating commitment to

sustainable operations where quality and cost are equivalent.

2.2 Social Commitment

Our social commitments reflect our responsibility as an employer and service provider to support positive outcomes for our employees, clients, and communities.

Employment and workforce development: Test TS Business is committed to being a responsible employer. We will maintain fair and competitive remuneration practices, provide a safe and respectful working environment, and offer genuine opportunities for professional development and career progression. We recognise the importance of employee wellbeing and will maintain health and safety standards that exceed legal minimum requirements. We will provide access to appropriate training, mentoring, and skills development opportunities to support our employees in delivering excellent service and advancing their professional capabilities.

Equality, diversity, and inclusion: We are committed to creating an inclusive workplace where all individuals are treated with respect and dignity, irrespective of protected characteristics. We will maintain recruitment, promotion, and remuneration practices free from discrimination. We actively encourage applications from underrepresented groups and will work to create a workplace culture that values diversity of background, perspective, and experience. We will maintain transparent and fair performance management systems and will address any concerns regarding discriminatory conduct through our formal grievance procedures.

Client service and ethics: As a professional services provider, our primary responsibility is to our clients. We commit to delivering services of high quality, providing transparent communication regarding scope, costs, and timelines, and maintaining appropriate professional standards and conduct. We will comply with all relevant professional and regulatory standards applicable to our sector and will maintain appropriate professional indemnity insurance. We will operate within recognised codes of conduct applicable to professional services and will treat all client information and data with appropriate confidentiality and security.

Community engagement: Whilst our scale as an SME limits our capacity for extensive community programmes, we are committed to being a responsible corporate citizen. We will consider opportunities to support local communities through pro bono service delivery, charitable giving, or employee volunteering where this is practical and aligned with our business capabilities. We will maintain transparent relationships with the communities in which we operate and will consider the local impact of our operational decisions.

Data protection and privacy: We recognise the critical importance of data protection and privacy within professional services. We will comply with all relevant data protection legislation, including the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR). We will maintain appropriate security measures to protect client data, employee information, and other sensitive information in our care. We will maintain transparent privacy notices and will handle all data requests and subject access requests in accordance with legal requirements.

2.3 Governance Commitment

Our governance commitments ensure that CSR and ESG principles are embedded within our decision making structures and operational practices.

Leadership and accountability: Our senior management team is responsible for overseeing the implementation of this CSR and ESG commitment statement. The Managing Director or appointed ESG lead will maintain overall responsibility for ESG performance and will provide regular reporting to key stakeholders regarding our progress against the commitments outlined herein. We will maintain clear lines of accountability for ESG performance across the organisation.

Ethical conduct and compliance: Test TS Business is committed to the highest standards of ethical conduct and legal compliance. All employees and contractors are expected to conduct themselves in accordance with applicable law, professional standards, and our own internal policies. We maintain a whistleblowing policy that enables employees to raise concerns regarding potential breaches of law, professional standards, or our own policies. We will investigate all reported concerns promptly and fairly and will provide appropriate protection to those raising concerns in good faith.

Supply chain responsibility: We recognise our responsibility to manage ESG risks within our supply chain. We will incorporate relevant ESG considerations into our supplier selection and management processes. We will communicate our ESG expectations to key suppliers and will expect suppliers to maintain standards consistent with our own commitments regarding fair labour practices, anti bribery and corruption, and environmental responsibility.

Anti bribery and corruption: Test TS Business maintains a zero tolerance approach to bribery and corruption. All employees and contractors are required to comply with the Bribery Act 2010 and all other applicable anti corruption legislation. We will not engage in any corrupt practices and will take appropriate disciplinary action against any employee or contractor

found to have engaged in corrupt conduct.

3. Operational Commitments

3.1 Implementation Framework

We commit to implementing the principles outlined in this statement through the following operational mechanisms:

Policies and procedures: We will maintain and regularly update written policies covering health and safety, equality and diversity, data protection, whistleblowing, procurement, and other areas relevant to our ESG commitments. These policies will be communicated clearly to all employees and contractors.

Training and awareness: We will provide appropriate training to our workforce regarding ESG relevant topics, including health and safety, data protection, anti corruption, and professional standards. All new employees will receive induction training covering relevant policies and expectations. We will provide regular refresher training on key topics.

Monitoring and reporting: We will establish metrics and monitoring systems to track our progress against key ESG commitments. We will record relevant data regarding energy consumption, waste management, absence and health, equality and diversity statistics, and client satisfaction. We will maintain records of our performance and will use this data to inform continuous improvement initiatives.

Risk assessment: We will periodically assess ESG related risks relevant to our operations. This will include consideration of environmental risks, labour and employment related risks, governance and compliance risks, and reputational risks. We will maintain a risk register and will implement mitigation measures for identified risks.

Stakeholder engagement: We will maintain appropriate communication with our key stakeholders regarding our ESG performance and commitments. This will include regular communication with employees regarding workplace policies and opportunities, transparent communication with clients regarding our service delivery and standards, and appropriate engagement with suppliers regarding our expectations and their performance.

3.2 Specific Operational Targets

In the period covered by this commitment statement, Test TS Business will focus on the

following specific initiatives:

Establishment of baseline environmental data: We will record baseline data regarding our energy consumption, business travel, and waste generation in our first six months of operation under this commitment statement. This will enable us to establish realistic and measurable reduction targets for subsequent periods.

Formalisation of equality and diversity data collection: We will establish systems to monitor and record relevant equality and diversity statistics across our workforce. This will enable us to track our progress towards creating an inclusive workplace and identify any areas requiring targeted action.

Supplier engagement on ESG: We will communicate our ESG commitments to our key suppliers and will request information regarding their own ESG policies and performance. We will use this information to prioritise suppliers demonstrating strong ESG performance.

Employee engagement and culture: We will establish internal communication mechanisms to promote employee engagement with our ESG commitments. This will include regular team meetings, intranet communications, and feedback mechanisms enabling employees to suggest improvements or raise concerns.

Professional development: We will establish a learning and development programme providing opportunities for employees to develop their professional capabilities. This will include technical training relevant to our service areas, generic professional skills training, and mentoring opportunities.

4. Governance and Review

4.1 Governance Structure

Responsibility for CSR and ESG performance rests with our senior management. The Managing Director will maintain overall accountability for our ESR and ESG performance and will ensure that appropriate resources are allocated to implement this commitment statement. Day to day responsibility for specific ESG areas may be delegated to appropriate team members, with clear accountability maintained.

We will not establish a separate governance committee, given our size as an SME. Instead, CSR and ESG will be discussed at regular management meetings and will be integrated into our standard performance monitoring and reporting processes.

4.2 Review and Reporting

This commitment statement will be formally reviewed on 17 July 2027. During this annual review, we will assess our progress against the commitments outlined herein, review relevant ESG data and metrics, and identify areas requiring adjustment or enhanced focus.

We will provide transparency regarding our ESG performance to relevant stakeholders. This may include reporting to clients regarding our standards and practices, communication with employees regarding our performance and opportunities, and transparent communication with suppliers regarding our expectations.

4.3 Continuous Improvement

Test TS Business is committed to the principle of continuous improvement in our ESG performance. We acknowledge that we will not achieve perfection in all areas, but we are committed to identifying areas for improvement and implementing practical enhancements to our practices. We will be transparent about areas where we face challenges and will work constructively to address identified issues.

Employee feedback, client feedback, and supplier feedback will be actively sought and considered in informing our continuous improvement initiatives. We will remain alert to emerging best practice within our sector and will adapt our policies and practices accordingly where this is appropriate and feasible.

This CSR and ESG Commitment Statement represents our genuine commitment to responsible and sustainable business practices. We recognise that this commitment requires ongoing effort, resources, and attention from our entire organisation, and we undertake to maintain this focus across all our operations.