



## **ESG Pro Ltd**

### **Anti-discrimination Policy Statement**

ESG Pro Ltd strives to be a driving force behind positive environmental and social changes in the UK. We are dedicated to developing ESG-focused operations, effectively supporting environmental sustainability, climate change initiatives, human rights, and equality.

ESG Pro Ltd has an honest commitment to maintaining a culture of diversity, inclusion and equity in all aspects of life, aiding everyone's ability to thrive in a non-hostile environment, regardless of race, religion, age, sex, gender identity, sexual orientation, marital status, pregnancy and fertility status, disability and neurodiversity, and other protected characteristics, if any. We take pride in the diversity of our thoughts, origins, and experiences, and we vigorously oppose any form of prejudice.

We enforce the legal protections from discrimination enforced by the Equality Act 2010 in all possible areas, including but not limited to: the work environment, our consumers, and our recruitment process (please see our equal opportunities policy for further information on our recruitment process).

ESG Pro Ltd recognises the following forms of discrimination:

- Direct discrimination – treating someone with a protected characteristic or different circumstances less favourably than others.
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage.
- Harassment – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone's dignity or creates an intimidating, hostile, degrading or offensive environment for them.
- Victimisation – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination under the Equality Act 2010.



We also defend against discrimination that results from having ties to someone who possesses a protected characteristic, such as a family member or friend, or from the fact that you have reported a case of discrimination or backed another person's claim.

If you are feeling at a disadvantage or have particular needs in regard to our business, please don't hesitate to forward all of your proposals or concerns to our CEO Humperdinck Jackman.

This policy was adopted on 22/11/24, and it shall be reviewed no later than 2 years from the date of policy approval.

This version formalised and approved by the board of directors on **15 April 2026**

Humperdinck Jackman  
CEO

Natashia Lee  
Managing Director

Version Control			
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