

ESG Statement



Together

We are **Clemark Group**,

Registered in England & Wales under **Associate Enterprises Limited** and including all wholly owned subsidiaries. We also trade as Assent, Lorators, Clemark.

Our integrated management system covers the provision of consultancy, auditing, training, creative, technology and other professional services delivered in-person and remotely to ensuring the quality of products/services and the security of all information.

Introduction

At **Associate Enterprises Limited** we are committed to embedding Environmental, Social, and Governance (ESG) principles into our everyday operations and client engagements, realised through several schemes and initiatives. This statement provides an overview of our current ESG activities.

Environmental Responsibility

We actively pursue practices that minimise our environmental footprint and promote sustainability both within our own organisation, and within our clients.

Our commitments include:

- **Carbon footprint reduction** through remote consulting, efficient travel practices, and energy-conscious office operations.
- **Sustainable procurement** by prioritising vendors and partners with strong environmental standards that align with our own.
- **Client collaboration** on ESG transformation initiatives that support climate resilience and sustainable growth.
- **Maintaining** an ISO 14001 Certified Environmental Management System

See our Environmental Management Policy and Sustainability Statement

Social Impact

We strive to build a work environment and client ecosystem of inclusion, diversity, equity, accessibility, and social responsibility by:

- Promoting inclusion, diversity, equity, and accessibility within our team and through the recommendations we make to clients.
- Supporting **employee well-being**, professional development, and a culture of respect.
- Supporting charities and projects within our local area and around the UK.

See our Inclusion, Diversity, Equity, and Accessibility (IDEA) Policy and Philanthropy, Charity, and Donations Policy.

Governance & Ethics

Strong governance is the foundation of trust. We maintain the highest standards of integrity and transparency in all that we do:

- Adhering to **robust ethical practices**, data privacy standards, and regulatory compliance.
- Ensuring **accountability and leadership** from our directors, and an attitude of commitment from all our employees.
- Maintaining **independent oversight** and accountability through clear internal policies, and external assessment where possible.
- Advising clients on **ESG governance frameworks** to the best of our abilities to help them meet stakeholder expectations and reporting obligations.

See our Ethics and Anti-Corruption Policy Pack and Privacy Policy.

Our Commitment

We regularly assess and refine our ESG schemes and initiatives to ensure our operations and consulting practices remain responsible, forward-looking, and aligned with global sustainability goals.

Our Policies, Memberships, and Certificates can be found here:

<https://www.clemarkgroup.com/together/>