



INTEGER WEALTH GLOBAL

Policy Document

ESG Internal Integer Wealth Global Internal (Environmental, Social and Governance)

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1. Purpose

This Internal ESG Policy defines how IWG integrates environmental, social, and governance (ESG) principles into its own operations and corporate culture. The aim is to:

- Reduce IWG's environmental footprint;
- Foster a diverse, fair, and inclusive workplace;
- Uphold the highest governance and ethical standards;
- Align with the EU Sustainable Finance framework, UN Principles for Responsible Investment (UN PRI), and OECD Guidelines for Multinational Enterprises.

2. Environmental Commitments

IWG is committed to operating sustainably by minimising its environmental impact. Measures include:

- Carbon footprint reduction: Monitor and reduce emissions from offices, travel, and digital infrastructure.
- Energy efficiency: Use renewable energy sources where possible, implement energy-saving technologies.
- Sustainable travel policy: Prioritise virtual meetings over flights, encourage public transport and low-emission alternatives.
- Waste management: Minimise paper use (digital-first approach), promote recycling and sustainable procurement.
- Supplier standards: Engage suppliers and partners who adhere to sustainable and ethical practices.

3. Social Commitments

IWG prioritises employee well-being, diversity, and social responsibility. Key principles:

- Diversity & inclusion: Promote gender equality, cultural diversity, and equal opportunity hiring and promotions.
- Employee welfare: Provide a safe, healthy, and flexible work environment.
- Professional development: Ensure training, mentoring, and career progression opportunities for all staff.



- Community engagement: Support local communities through charitable contributions, volunteering, and financial literacy programs.
- Human rights: Uphold UN Guiding Principles on Business and Human Rights, with zero tolerance for discrimination, harassment, or exploitation.

4. Governance Commitments

IWG is committed to maintaining the highest ethical, compliance, and governance standards. Governance commitments include:

- Board oversight: The Board is responsible for ESG strategy and performance monitoring.
- Compliance with regulation: Adherence to EU, FATF, and national financial regulations in all jurisdictions.
- Anti-corruption: Zero tolerance for bribery, fraud, money laundering, or conflicts of interest.
- Transparency: Regular reporting on ESG initiatives, financial results, and governance practices.
- Whistleblowing framework: Employees can report unethical behaviour confidentially without retaliation.
- Data protection: Full compliance with GDPR and strong cybersecurity measures.

5. Implementation & Monitoring

- ESG Committee: Oversees execution of this policy, reporting to the Board quarterly.
- KPIs & Metrics: Set annual ESG targets (e.g., carbon emissions, diversity ratios, training hours) and report progress.
- Audits & Reviews: Internal audits ensure compliance; independent third-party reviews may be commissioned.
- Continuous improvement: ESG objectives are reviewed annually and updated to reflect regulatory and market developments.

6. Training & Awareness

- All staff must complete annual ESG training, covering sustainability practices, workplace ethics, and governance standards.
- ESG principles are embedded into induction for new employees and management training.

7. Policy Review

This Internal ESG Policy is reviewed annually by the ESG Committee and updated as needed to ensure alignment with regulatory changes, stakeholder expectations, and sustainability goals.

Annexes (Internal Use Only)

- Environmental Impact Reduction Plan (annual targets)
- Employee Diversity & Inclusion Framework
- Whistleblower Procedure