



Environmental, Social, and Corporate Governance Policy

My Pension Expert (MPE) adopts Environmental, Social and Corporate Governance in all aspects of its' business and constantly seeks to improve this. MPE has implemented a carbon neutral policy and is offsetting its' carbon footprint by monthly contributions to a tree-planting programme in the UK and around the world.

ENVIRONMENTAL

Carbon footprint

- MPE's total carbon footprint is 168.3 tonnes CO₂e / Carbon intensity (tonnes CO₂e /employees) = 2.6.

Carbon offset

- MPE has implemented a carbon neutral policy and is offsetting its' carbon footprint by monthly contributions to a tree-planting programme in the UK and around the world.

Travel

- MPE employees do not travel to meet with clients.
- MPE supports home-working.
- Where possible, staff are encouraged to use public transport to travel to/from work and interest-free season ticket loans are available to all employees.
- For staff who travel to/from work by car, car-parking permits are discounted for employees who car-share.
- MPE supports the Cycle to Work scheme.

Office space

- MPE occupies a single floor office space in central Doncaster, employees are therefore not required to travel between offices.

Printing

- All printing is set to default to double-sided printing and the paper used has Forest Stewardship Council (FSG) accreditation, meaning that it is sourced from sustainable forests.
- All outsourced printers also have FSG accreditation.
- In addition, all products are recyclable that are produced by MPE's outsourced printing, Instantprint.

Courier service

- MPE use the courier service provided by DPD.
- DPD have a carbon-neutral commitment which is outlined in their Environmental policy.

Recycling

- MPE operates a full recycling scheme that ensures waste is limited.

Heating / Air-Conditioning

- The heating/AC systems are maintained to work efficiently and at an optimum temperature to limit energy wastage.

Third party providers

- The ESG of all third party providers is assessed as part of MPE's procurement process and, where possible, utilises online communication and e-signatures.

SOCIAL

Health & Safety

- All employees undergo a Health & Safety assessment when they join MPE.
- MPE's Health & Safety policy is reviewed annually and is available to all staff in the employee shared folder.

Diversity & Inclusion

- MPE respects and promotes diversity and inclusion and avoids discrimination in the workplace.

GOVERNANCE

Governance & Leadership

- MPE appoints boards with a diverse mix of gender, skills, experience and competency.
- Remuneration structures are aligned to the delivery of company strategy and long-term performance.
- MPE recognises that attracting, developing and retaining talent contributes to the success of the business and, where possible, will always seek to promote colleagues internally rather than recruit.

ESG Monitoring

- ESG is monitored on a regular basis and is discussed quarterly at the Executive Board.
- MPE employees understand the reasons and importance of ESG and receive advice and guidance on how they can incorporate it in their roles and across the business.

Version Control

*This document is owned and controlled by **HR**.*

The latest version of the policy can be obtained from Shared Drive (R:)/Policies or the MPE website.