

SENIOR TRUST MANAGEMENT LIMITED

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

Policy Rationale:

The purpose of this policy is to provide a framework that will allow Senior Trust Management Limited (**Senior Trust**) to minimise its environmental impact and achieve sustainable business practices by expressing our concern for the environment and promoting a broader sustainability agenda which is integral to Senior Trust's professional activities and the management of the organization. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Policy Statement:

Our Environmental, Social and Governance (ESG) Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability considerations into all our business decisions.
- To ensure that all staff are fully aware of our ESG Policy and are committed to implementing and improving it.
- To minimize the impact on sustainability of all office and transportation activities.
- To make clients and suppliers aware of our ESG Policy, and encourage them to adopt sound sustainable management practices.
- To review, annually report, and to continually strive to improve our sustainability performance.

Practical Steps In order to Put These Principles into Practice

Travel and Meetings

- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.

- Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners.
- Reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc, and promote the use of public transport by locating our offices in accessible locations.

Purchase of Equipment and Consumption of Resources

- Minimize our use of paper and other office consumables, for example by double-siding all paper used, electronic communications and identifying opportunities to reduce waste.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- Seek to purchase electricity from a supplier committed to renewable energy.
- Purchase fair-trade and/or organic beverages.

Working Practices and Advice to Clients

- Ensure that any associates that we employ take account of sustainability issues in their advice to clients.
- Ensure that any sponsorship we undertake is with environmental friendly organisations.
- Ensure that any companies we deal with have ESG policies

Board Approval of Policy

Version 1 Approved 26/1/18