

# ESG Policy

**Effective Date:** March 2025

## 1. Introduction

At FIG FM, we are committed to operating sustainably, responsibly, and ethically. Our Environmental, Social, and Governance (ESG) policy underpins our strategic and operational decisions, ensuring we contribute positively to the environment, our communities, and our industry.

## 2. Environmental Sustainability

- **Eco-Friendly Operations:** We integrate sustainable practices across our services by using environmentally friendly cleaning products, energy-efficient processes, and intelligent maintenance systems.
- **Resource Optimization:** Our operations focus on reducing waste, lowering carbon emissions, and conserving energy and water through continuous monitoring and innovative technologies.
- **Biodiversity & Green Practices:** In landscaping, we prioritize native plantings, water-efficient irrigation, and habitat creation to promote biodiversity and support local ecosystems.

## 3. Social Responsibility

- **Workforce Empowerment:** We invest in rigorous training, fair employment practices, and continuous professional development to empower our team and maintain a safe, inclusive work environment.
- **Community Impact:** Our services enhance community well-being by maintaining clean, secure, and welcoming spaces across residential, commercial, and public sectors.
- **Stakeholder Engagement:** We foster transparent communication and collaboration with our clients, partners, and local communities to build lasting, positive relationships.

## 4. Governance and Ethical Practices

- **Transparency & Accountability:** We adhere to the highest ethical standards and comply with all legal and regulatory requirements, ensuring transparent and accountable operations.
- **Supply Chain Integrity:** Our stringent procurement process ensures we partner with trusted, accredited suppliers who share our commitment to sustainability and ethical business practices.

- **Continuous Improvement:** We regularly assess and refine our ESG initiatives, using data-driven insights and clear performance indicators to drive operational excellence.



## 5. Implementation and Monitoring

- We integrate ESG principles into every facet of our operations—from daily activities to long-term strategic planning.
- Key performance indicators (KPIs) are established to monitor our environmental, social, and governance performance, ensuring we meet and exceed our ESG targets.
- We commit to transparent reporting of our ESG performance to our stakeholders, reinforcing our dedication to continuous improvement and accountability.

## 6. Commitment to Stakeholders

FIG FM is dedicated to creating sustainable value and fostering positive change. Our ESG policy reflects our promise to our employees, clients, suppliers, and communities: to operate responsibly, contribute to environmental conservation, and uphold the highest ethical standards in all we do.

## 7. Contact Information

For questions or further details about our ESG policy, please contact us at:

**Email:** [info@figfm.com](mailto:info@figfm.com)

**Address:** C/O Aacsl Accountants Limited  
1st Floor North Westgate House  
Harlow  
Essex  
CM20 1YS  
United Kingdom

By adhering to this policy, FIG FM reaffirms our commitment to a sustainable, responsible, and ethically governed future.