

1. POLICY STATEMENT

genU's recognises that to properly promote and live by the core values of: **Welcoming, Innovative, Safe, Empowered and Respectful** it must have a strong commitment to the environmental, responsibly engage with and fulfill its role in society, and be sound on its governance.

2. PURPOSE

This ESG (Environmental, Social, and Governance) policy outlines the key principles, commitments, and guidelines adopted by genU to ensure *sustainability* and *responsible practices* are inherent in all genU-related functions and activities. This policy reflects our responsibility to our staff, clients, members, and the communities in which we operate.

3. SCOPE

This Policy applies to genU and its related entities including all genU directors, employees, contractors, students on placement, subcontractors, apprentices, trainees, work experience students and volunteers and applies to all aspects of genU's activities and decision-making processes.

4. POLICY

4.1. Environmental Responsibility

genU commits to reducing its greenhouse gas emissions, promotes energy efficiency, renewable energy, and the adoption of low-carbon technologies. Where practicable, genU strives to minimize resource consumption, waste generation, and pollution via:

- promoting recycling;
- circular economy principles; and
- sustainable sourcing of materials.

genU supports the conservation and restoration of ecosystems, habitats, and biodiversity. We abide by responsible natural resource management principles; taking measures to minimize negative impacts on natural resources and promote sustainable land and water management.

4.2. Social Impact

genU's vision is to build inclusive communities while our mission is to create and deliver innovative services and support that empowers people to reach their full potential. genU's 5 core values (**Welcoming, Innovative, Safe, Empowered and Respectful**) provide the foundation for our vision, shape our culture, and reflect our goals.

genU fosters a diverse and inclusive work environment, ensuring equal opportunities and fair treatment for all employees, promoting diversity in leadership positions, and embracing perspectives from different backgrounds.

genU abides by fair work practices, respecting workers' rights, including without limitation freedom of association, safe working conditions, fair wages, and no child or forced labour. We promote employee well-being and work-life balance.

We actively and respectfully engage with our stakeholders, including clients, employees, communities, and suppliers, to understand their needs and address any concerns. genU is an active participant in community events and social initiatives working in collaboration with communities we operate in for positive social outcomes.

4.3. Sound Governance

We value high ethical standards, integrity, honesty, and accountability and expect all to be applied across our functions and activities.

genU adheres to applicable laws and regulations, as well as internal policies and codes of conduct.

genU has a diverse and independent board of directors, with a clear separation of powers between the board and management to ensure effective oversight, risk management, and transparent decision-making processes. We adopt a zero-tolerance approach to corruption, bribery, and unethical practices internally and externally. This approach is supported by strong policies and procedures.

genU is committed to transparently reporting in all aspects of its operations and engages with stakeholders through clear and accessible communication channels and seeking feedback to improve its practice.

We encourage the reporting of unsafe practices and/or other forms of misconduct and provide safe and anonymous mechanism for our employees and all we engage with to report such behaviours.

To assist the Board in fulfilling its duties and responsibilities genU has the following committees with specific terms of reference:

- Finance Risk and Audit Committee
- Corporate Governance Committee
- People and Culture Committee
- Care Governance and Client Experience Committee

that will ensure genU is kept abreast of and is in full compliance with the stringent regulatory framework governing all of genU's activities.

5. BREACHES

Breaches of this policy may result in disciplinary action up to and including termination of employment. Alleged criminal activity will be reported to the relevant authority, or other government body, as required by the relevant legislation.

6. RELATED DOCUMENTS

This policy should be read in conjunction with genU's current applicable policies and procedures, including without limitation:

- Code of Conduct;
- Board Charter;
- Modern Slavery Statement;
- Whistleblower Policy;
- Delegation of Authority;
- AI Policy;
- Privacy Foundational Policy;
- Information Security Policy;
- Fraud and Corruption Control Policy and Procedure;
- Health, Safety and Wellbeing Policy;
- Environmental Sustainability Policy; and
- Records Information and Management Policy and Procedure