

The Global Aerospace Environmental, Social and Governance (ESG) Strategy aligns with our values and growth plan and focuses on fostering a culture of respect and inclusion while operating responsibly and with integrity.

We are passionate about aviation and equally committed to ESG efforts such as diversity, equity, and inclusion; community engagement; and environmental sustainability.

## Environmental

We support sustainability in aviation, advocate green and next-generation technology, and are committed to conducting our business in a way which minimises the impact of our business on the overall health and wellness of our world. Our environmental underwriting policy looks to support and advocate the use of green technology with particular emphasis on certain industries where additional checks are undertaken and corporate sustainability policies reviewed.

### Carbon Offsetting Programme

Investment in offsets to compensate for CO2 emissions generated by corporate air travel and office energy use.



## Social

Treating one another fairly and ethically, and respecting diversity is a core value at Global Aerospace. We believe in creating an inclusive environment that promotes personal and professional development and provides opportunities to support organisations that are building positive changes for the greater good. Our organisation has robust workplace wellness programmes to support our employees to live healthier, more active lives and make wellbeing a priority.

### Volunteerism Programmes

Providing paid leave days for donating time and skills to social issues that relate to our core values.



## Governance

We are dedicated to our customers, shareholders and pool members, people, and the aerospace industry and committed to high standards of corporate governance, transparency and responsibility in supporting the execution of our business strategies. The Board maintains clear roles and responsibilities and is committed to the importance of compliance and ethical behaviour throughout the organisation.

### Training & Developmental Programmes

Ongoing investment in training focused on data protection, cybersecurity, anti-bribery, health and safety, code of conduct, management training, and more.





## Environmental

- Carbon Offsetting Programme - 4AIR
- Environmental Underwriting Policy

### Office

- Waste Recycling
- Water Filling Stations
- Elimination of Single-use Drinkware
- Energy Star Certified locations (Morris Plains, NJ, Chicago, IL and Toronto, CA)
- Leadership in Energy and Environmental Design (LEED) Gold Certified: Delivering savings in energy and water use, waste and maintenance. (Morris Plains, NJ, Chicago, IL and Toronto, CA)
- International WELL Building Institute - Health-Safety Rated (Toronto, CA)
- High Efficiency Lighting and Enhanced Air Quality and Ventilation



## Social

- Employee Volunteerism and Donation Programmes Supporting Charitable Organisations
  - Foodbanks
  - Community garden
  - Holiday gift giving,
  - Children's charities,
  - School business mentoring, and more...
- Charitable Giving - Aviation & Aerospace Related Programs
  - Experimental Aircraft Association/Young Eagles Program
  - Airlink
  - Bob Hoover Academy
  - Red Tail Flight Academy
  - Dreamflight, and more...
- Health & Wellbeing Programmes
- Disability Confident Committed Employer (UK)
- Gold Aetna Workplace Wellbeing Award (US)
- Employability Skills Days
- Mental Health First Aid England (MHFA)
- Work Experience & Internships
- Pension Quality Mark Accreditation (UK)
- Apprenticeship Programme
- Best in Class 401(k) Designation: US Retirement Plan



## Governance

- Succession Planning for Executive, Leadership & Key Team Members
- Training & Development Programmes
- Board Evaluation Process
- Embracement of Board & Committee Diversity
- Established Transparent Corporate Governance Framework
- Robust Compliance Programme Supporting Ethical Culture
- Regulated in UK, US and France
- Head Office Oversight of all Group Subsidiaries
- Robust Risk Management Framework
- Three Lines of Defence Model Utilised
- Non-executive Directors are Shareholder Employees
- Fit and Proper Process for Directors and Senior Management Functions (UK) Line