



ESG Statement

Property wisdom at work

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Lomond

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At Lomond our business is centred around making the property journey seamless for our clients. We recognise that we have a responsibility to put sustainability at the heart of our business strategy through our operations and the services we provide. We recognise that our operations can make an important contribution to a more sustainable world. It is our responsibility to both improve our own sustainability performance through the way we run our business and aim to be influencers in improving the property sector.



STAFF

At Lomond we value everyone, our people are at the heart of our organisation and we offer a safe and secure environment that values diversity, promotes equal opportunities and encourage everyone to work as a team. We are dedicated to ensuring that our employees' health and welfare are looked after and continue to develop our employment standards and HR policies to achieve consistency and transparency in our working conditions and provide equal opportunities for our employees. In order that we keep up to date on how our staff feel about their role and about working for Lomond we will issue staff surveys on an annual basis.

COMMUNITY

We strive to give back to the community and our individual brands support a selection of charities in their local areas through financial donations and fundraising activities. As an overarching charity Lomond supports Crisis and our employees attend an annual "sleep out" to raise awareness of the homeless in UK.

ENVIRONMENTAL

As a responsible business, Lomond are committed conserving energy, paper and other resources, while reducing waste, and controlling our impact on the environment through more sustainable office operations. A waste broker has been instructed to drive a recycling programme and we are striving to achieve zero waste to landfill by the end 2023.

CAR FLEET

We operate a fleet of company cars. When these need to be replaced we will seek to ensure that they are replaced wherever possible with non- diesel, fuel efficient and are of an effective size for their purpose. We have begun incorporating the use of electric vehicles in our fleet and this current level of 5% will continue to grow.

CARBON

Lomond has joined the global race to achieve net-zero carbon emissions by 2030 We have undertaken the services of a carbon consultant and we are working towards reducing and offsetting emissions as far as reasonably practicable. Lomond is committed to becoming a carbon neutral organisation by 2024.

GOVERNANCE

We are committed to ethical, responsible and professional conduct across all parts of our business and adhere to applicable industry regulations. As we grow, we remain committed to delivering business responsibly, striving for excellence in our sector. We know that to do this, we must build a framework that provides the tools for every staff member to work in this way. We have a zero tolerance approach to bribery, corruption, financial crime, modern slavery, harassment, bullying and any form of discrimination.

SUPPLY CHAIN

We constantly seek to manage our supply chain effectively. We contract with and build strong relationships with key suppliers who share our aims, and we give due consideration to their focus on environmental impact during tender processes. We encourage and support our services to plan procurement to reduce excess deliveries and avoid waste.

All our suppliers work according to dedicated agreements. We expect our suppliers to adhere to our policy and principles and have communicated that we have a zero tolerance to this and all regulatory matters. We continue to monitor our relationship and proactively work with suppliers who are committed to our ESG objectives.