

Adora Digital Health

Environmental, Social, and Governance (ESG) Policy

Introduction:

Adora Digital Health (Adora) is committed to conducting its business operations with a strong focus on environmental sustainability, social responsibility, and corporate governance. As a new Digital Health company with remote workers, we recognise the importance of aligning our practices with the principles of Environmental, Social, and Governance (ESG).

This policy outlines our commitment to creating a positive impact on society, minimizing our environmental footprint, and upholding high standards of corporate governance.

Environmental:

1. Energy Efficiency

- Adora will strive to reduce energy consumption in its operations and promote the use of energy-efficient technologies.
- Remote workers are encouraged to adopt energy-efficient practices in their home offices, such as using energy-saving devices and turning off equipment when not in use.

Other ideas:

Reduce Brightness of laptop/PC

Effective use of home thermostats/energy efficient thermostat settings/smart thermostats

2. Sustainable Practices

- Adora is committed to minimizing its environmental impact by adopting sustainable business practices.
- We will promote environmentally responsible behavior among our employees for example, recommend reduce printing where possible, buy sustainable products for work use.

3. Carbon Footprint

- Adora will regularly assess and disclose its carbon footprint, taking steps to offset or reduce it.
- Remote workers are encouraged to minimize their carbon footprint through eco-friendly commuting options and adopting sustainable practices in their daily routines.
- Adora prefers online meetings rather than travel.
- 70% of Adora's work is carried out online rather than in person..
- We aim to introduce our carbon neutrality program by 2025.
- We ask all employees to consider the reuse and recycling of all work materials.

Social:

1. Diversity and Inclusion

- Adora values diversity and inclusion, and we strive to create a workplace that is representative of different backgrounds, experiences, and perspectives.
- We are committed to providing equal opportunities for all employees, regardless of race, gender, age, ethnicity, sexual orientation, or any other characteristic.
- We have a recruitment policy for equal opportunities and advertise for all roles and discuss neurodiversity as a potential barrier to interview success as and when appropriate.

2. Employee Well-being

- Adora is dedicated to ensuring the health and well-being of its remote workforce.
- We will provide resources and support to help employees maintain a healthy work-life balance, mental health, and physical well-being.
- We are committed to flexible working and work with each member of our team to help them manage their workload and deliverables around other priorities.
- We are committed to equal parenting opportunities.
- We have an anti-bullying policy.
- We are committed to training programs for all team members.

3. Community Engagement

- Adora actively engages with and contributes to the women's health communities in which we operate.
- We encourage employees to participate in volunteer activities and support local initiatives that align with our mission and values especially around women's health education.
- We are committed to health equity and leaving no woman behind.

Governance:

1. Ethical Conduct:

- Adora is committed to upholding the highest ethical standards in all business activities.
- We will promote transparency, honesty, and integrity in our decision-making processes and interactions with stakeholders.

2. Data Security and Privacy:

- Adora will prioritize the security and privacy of customer and employee data.
- We will implement robust data protection measures to safeguard sensitive information and comply with relevant privacy regulations.

3. Board Oversight:

- Adora will establish a governance structure that includes oversight from the Board of Directors to ensure adherence to ESG principles.
- Transparency - regular assessments and reporting on ESG performance will be conducted to track progress and identify areas for improvement.
- Adora has a policy for Diversity, Inclusion and Discrimination.
- We are looking to appoint a Volunteer Sustainability Ambassador
- We have a recruitment policy to ensure equity, diversity and inclusion.

ESG Standards:

Adora is reviewing its ESG standards and plans to become a B Corp Organisation.

This ESG policy will be regularly reviewed and updated to reflect the evolving needs and goals of Adora.

By implementing and adhering to these principles, we aim to contribute positively to the well-being of our employees, communities, and the environment while maintaining high standards of corporate governance.

Last updated: June 2024