



## Our Commitment to Environmental, Social, and Governance (ESG) Principles



committed

At Thera Trust, we are deeply committed to acting responsibly and sustainably in all that we do. Our approach to Environmental, Social, and Governance (ESG) principles reflects our mission to make a positive and lasting impact on people, communities, and the planet.



environment

### Environmental Responsibility

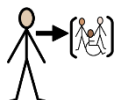
Thera Trust is committed to achieving Net Zero emissions by 2050, in line with the Climate Change Act 2008.



sustainability

We are developing a clear strategy and action plan to drive decarbonisation and advance broader sustainability across our organisation. Our efforts are focused on the factors that are most material to our mission and operations, ensuring we make meaningful progress in reducing our environmental impact and supporting a more sustainable future.

### Social Commitment



inclusive

We are dedicated to creating a compassionate, inclusive, and empowering environment for the people we support—individuals with learning disabilities.



person centred

We prioritise dignity, rights, and well-being by delivering person-centred care that respects each person's unique needs and aspirations.



Our commitment extends to building a diverse and skilled workforce that embodies our values of empathy, respect, and continuous development. We foster safe, supportive, and empowering workplaces that enable our staff to deliver the highest standards of care.



relationship

We actively engage with families, communities, and stakeholders to build trusting relationships and promote social inclusion. Through transparency, collaboration, and advocacy, we strive to enhance quality of life and enable the people we support to thrive with independence and confidence.

## Governance and Accountability



standards

We uphold the highest standards of integrity, transparency, and accountability in all aspects of our work. Our governance framework ensures that ethical decision-making, responsible stewardship, and compliance are embedded throughout the organisation. By aligning our practices with ESG principles, we aim to build long-term resilience and deliver sustainable value for all our stakeholders.