



## **Environmental, Social, and Governance (ESG) Policy**

### **Introduction**

Carol Parker Walsh Consulting is a strategic advisory, coaching, and training firm focused on helping organizations unlock their full innovation and diverse potential. We provide services in the areas of foresight strategy, coaching, facilitation, DEI, and leadership development, particularly for women and women of color. We serve public and private sector executives and emerging leaders who want to grow their self-awareness and inclusive leadership while promoting authentic trust, fostering psychological safety, and engaging in triggering topics with sensitivity and confidence, all while positively creating sustainable growth and momentum using proprietary and proven methods.

### **Purpose & Scope**

Carol Parker Walsh Consulting is committed to operating in a socially responsible and sustainable manner. This ESG policy formalizes our longstanding commitment to responsible practices in areas of environmental stewardship, social responsibility, and governance & ethics. We recognize that our business has an impact on the environment and society, and we strive to minimize any negative effects while maximizing positive outcomes. By implementing this policy, we aim to ensure that our operations align with the principles of ESG and promote sustainable growth and innovation.

### **Our Core Values**

At Carol Parker Walsh Consulting, our work is done through the lens of and in alignment with our core values:

- We value our community and foster authenticity, diversity, inclusion, and belonging.

- We value growth by trying new things and learning from our mistakes because it fosters creativity and innovation.
- We're committed to open communication and authentic trust.
- We're committed to finding solutions, not focusing on problems.
- We value continuous professional and personal development.
- We keep our standards and spirits high.
- We honor our clients and are 100% committed to serving them at the highest level with the full respect and the quality they deserve.
- We take pride in our work and love what we do, but above all, we believe in having fun.

## **Environmental Stewardship**

At Carol Parker Walsh Consulting, we recognize the importance of protecting the environment and are committed to reducing our environmental impact. We strive to continuously improve our environmental performance by adopting environmentally sustainable practices throughout our operations. Our environmental stewardship includes the following commitments:

Energy Conservation: We strive to reduce our energy consumption and greenhouse gas emissions by implementing energy-efficient technologies and practices wherever possible. We will promote the use of renewable energy sources wherever feasible.

Waste Reduction: We will reduce the amount of waste generated by our operations and products by minimizing the use of materials, reusing and recycling products and packaging, and disposing of waste in an environmentally responsible manner.

Supplier Selection: We will consider environmental factors when selecting suppliers and products, including the use of materials, environmental impact, and compliance with environmental regulations.

Water Conservation: We will minimize our water usage by implementing water-efficient practices.

Environmental Awareness: We will promote environmental awareness among our employees, contractors, and suppliers by providing training and education on

environmental issues and encouraging them to adopt environmentally sustainable practices.

We will regularly review and evaluate our environmental performance to continuously improve our environmental impact. We will comply with all applicable environmental laws and regulations and strive to exceed them where possible.

This environmental policy is the responsibility of all employees, contractors, and suppliers of Carol Parker Walsh Consulting to ensure that we all share in protecting the environment.

## **Social Responsibility**

As a certified women-owned, minority-owned, and disability-owned business, Carol Parker Walsh Consulting takes pride in being socially responsible and committed to promoting gender equality, diversity, equity, access, and inclusion. We believe that diversity is a strength, and our differences make us unique and contribute to our success.

### *Diversity & Inclusion*

Our workplace promotes an atmosphere of openness, respect, and trust with team members having a range of experiences, backgrounds, and perspectives. We recognize that discrimination and harassment can take many forms and can be based on various factors, including race, sex, color, ancestry, citizenship, marital status, family status, national or social origin, ethnicity, religious creed, age, physical or mental disability, sexual orientation, gender identification or expression, medical condition, genetic information, military or veteran status, political opinion, or any other status protected by applicable law.

We are committed to providing a safe and inclusive work environment where everyone is treated with respect and dignity. We take any allegations of such behavior seriously and encourage our employees and contractors to speak up if they experience or witness any form of discrimination or harassment. Swift and appropriate action is taken to address and prevent such behavior.

### Stakeholder & Community Engagement

We take action to deepen our relationships with key stakeholders, including our employees, contractors, clients, communities, partners, and suppliers. We invest in our employees and strive to provide a challenging, dynamic, inclusive, and diverse work environment that supports their professional development while promoting a healthy work-life balance. We also support initiatives that benefit the environment, human welfare, and education, including skills training and economic development in the communities where we operate.

We are committed to actively supporting and engaging with businesses that fall into one or more of the following categories:

- MBE - Minority-owned business
- WBE - Women-owned business
- DBE - Disability-owned business
- LGBTBE - Lesbian, Gay, Bisexual, Transgender-owned business
- VBE - Veteran-owned business
- SDB - Small disadvantaged business

Our ESG policy formalizes our commitment to these principles and reflects our belief that responsible business practices are essential for long-term success and growth. We look forward to continuing to promote diversity, equity, and inclusion while delivering innovative and effective solutions for our clients.

### **Governance & Ethics**

Carol Parker Walsh Consulting is dedicated to continuous improvement, transparency, and accountability. The principles and practices that guide our organization's decision-making processes, as well as our commitment to ethical behavior and compliance with applicable laws and regulations, are as follows:

Executive Oversight: The Carol Parker Walker Consulting leadership team is responsible for overseeing the implementation of all policies and procedures of the

business, including this ESG policy and ensuring that it is aligned with our strategic objectives. This includes establishing clear lines of accountability and reporting to ensure that the organization is meeting its ESG goals. We conduct regular company meetings to hold ourselves accountable and ensure we are serving in the best interest of the company and our clients.

*Ethics & Conduct:* Our leadership, employees, and contractors conduct themselves in accordance with the highest moral and ethical standards. We are committed to ensuring a fair workplace for our team as well as clients and partners with whom we do business. Our standards, expectations, and rules for compliance are outlined in contractual agreements for all team members, clients, and partners. To actively monitor these standards, we have an open-door policy to encourage honest and direct communication to resolve any issues immediately as they arise.

*Transparency:* We cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input. As requested, we provide accurate and meaningful information on our practices and performance, including ESG.

*Compliance:* Our commitment to ESG is reflected in the services we provide, which focus on unlocking the full potential of people and organizations while promoting diversity, equity, and inclusion. We believe that by integrating ESG considerations into our operations, we can create long-term value for our clients, stakeholders, and the communities we serve.

In addition, we are committed to complying with all applicable laws and regulations, as well as industry standards and best practices related to ESG. This includes regularly reviewing and updating our policies and procedures to ensure ongoing compliance and continuous improvement. Our compliance program includes regular training for our employees and contractors on ESG-related topics, as well as monitoring and auditing to identify and address any areas of non-compliance. At Carol Parker Walsh Consulting, we hold ourselves accountable to the highest standards of governance and ethics, and we are committed to ongoing improvement in this area.

## **GRI 405-1 Disclosure**

Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i. Gender - 100% Female
- ii. Age group: under 30 years old - (0); 30-50 years old - (0); over 50 years old - (1);
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) - 100% African American (minority)

Percentage of employees per employee category in each of the following diversity categories:

- i. Gender - 100% Female
- ii. Age group: under 30 years old - (2); 30-50 years old - (3); over 50 years old (1);
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) 90% Minority

## **GRI 405-2 Disclosure**

- a. Ratio of the basic salary and remuneration of women to men for each employee category by significant locations of operation: 100% Female in US Operations
- b. The definition used for "significant locations of operation:" Where business is conducted.

## **Business Continuity**

In an effort to be proactive against potential hazards, threats, or vulnerabilities to Carol Parker Walsh Consulting, we're currently in the process of analyzing areas of weakness that could impact the business in times of crisis in order to craft a plan for sustainable service without interruption. Our goal is to complete that plan by June 2023.

## **Ongoing Review & Future Revisions**

While we do not anticipate changes to this document, we understand that modifications may have to be made from time to time in order to reflect the current

law, rules, and regulations governing society and our business. Therefore, Carol Parker Walsh Consulting is committed to conducting an annual review of the ESG Policy.

**Effective: March 10, 2023**

**Review Date: March 10, 2024** *(scheduled)*

**Approved By: Carol Parker Walsh, CEO**