



Debate Mate Schools Limited ESG POLICY

Debate Mate Schools Limited (“**Debate Mate**”) is an educational charity that delivers after school debating clubs in areas of high child poverty. Our programmes enhance employability skills, strengthen emotional capacity, and raise students' aspirations.

At Debate Mate, we believe that an important part of tackling social immobility is raising students' aspirations by exposing them to positive role models, empowering them to speak confidently, and giving them the resilience to overcome challenge and motivation to fulfill their potential. Through our unique curriculum and our peer-to-peer mentorship model, Debate Mate gives young people communication, leadership, teamwork, and critical thinking skills, while fostering confidence and self-esteem, developing resilience, and raising aspirations

Organisation

This ESG Policy, set out the core values and beliefs of Debate Mate and provides the basis for all business conduct. Our guidelines for conducting our operations and setting our culture seek to learn from industry best practice and further our goals as an organisation, while remaining proportionate to the resources available to Debate Mate.

As part of this culture, core values and beliefs and as part of Debate Mate’s ESG commitment, Debate Mate believes in its ability to influence our supply and fulfilment chain. As such, we will seek to where possible, to work with partners, vendors, and providers who share our approach and pursue similar goals.

Environment

This aim extends to Debate Mate’s efforts to help protect the environment and, insofar as is practicable, minimize our impact on the environment. In terms of such matters, we would highlight the following efforts and objectives:

- *The shared office space has LEDs and sensors to reduce consumption of energy and water tap sensors to ensure water is not wasted; being in a shared space limits efforts to monitor our consumption further;*
- *Waste management includes recycling and organic waste bins at our shared office space. At external venues Debate Mate will ensure staff, mentors and students use recycling bins where available to avoid or minimising waste to landfill;*
- *Encouraging mentors and staff to walk, cycle or use public transport to all Debate Mate events;*
- *To reuse resources wherever possible, particularly to reduce on printing and buying in bulk where possible;*
- *To consider the energy ratings and efficiency when purchasing products and equipment;*
- *Engaging students on the Debate Mate program with environmental matters through discussions and debates on environmental issues.*

Social

In respect of social matters we would highlight the following:

[list out any specific efforts or commitments made or planned by Debate Mate in relation to the social matters. Relevant topics may include:

- *Working with disadvantaged communities ensuring everyone can access Debate Mate's programs;*
- *Community support and collaboration with other likeminded organisations;*
- *Belief in equal opportunities and are committed to gender and racial equity across Debate Mate.*
- *Intent to make the most of all our talent and ensure we build a diverse and inclusive environment at Debate Mate for our volunteers and participants.*

Governance

On governance matters, Debate Mate believes in an environment where open and honest communications are the expectation, not the exception, and we seek to be a safe place to work and operate where employees and those we work with can thrive in a supportive, inclusive and safe environment.

In addition to these policies, Debate Mate looks for additional opportunities and areas where it can continue to improve its environmental, sustainability, social and broader ESG performance and will continue to discuss these with its stakeholders.

DEBATE MATE RESERVES THE RIGHT TO AMEND, MODIFY, WAIVE OR TERMINATE THE PROVISIONS OF THIS POLICY AT ANY TIME FOR ANY REASON. IN ANY EVENT, THIS POLICY WILL BE REVIEWED ANNUALLY AND UPDATED IF APPROPRIATE OR NECESSARY.



Signed by

Position: CEO and Founder, Debate Mate

Ratified by the Board of Trustees on 14th March 2024.

*This policy was written by **Latham & Watkins LLP** with input from Debate Mate Schools Limited.*