

## SUSTAINABILITY POLICY

### WE ARE COMMITTED TO:

### OUR SUSTAINABILITY POLICY IS BASED ON THE FOLLOWING PRINCIPLES:

- Complying with all applicable legal requirements, codes of practice and regulations.
- Identifying, monitoring and reducing the environmental impacts of our operations through improved resource efficiency.
- Promoting environmental awareness among employees and encouraging sustainable practices among clients and suppliers.
- Committing to continual improvement of our environmental performance in line with ISO 14001:2015.

#### Energy:

- Reducing our carbon footprint through effective carbon management.
- Optimising energy efficiency and conservation across operations.
- Managing and monitoring energy use within the business.
- Reducing transportation impacts related to business activities.

#### Waste:

- Promoting reduce, reuse and recycle principles internally and externally.
- Minimising waste and unnecessary resource use in planning, design and operations.

#### Continuous Improvement:

- Setting measurable objectives and targets to improve environmental performance.
- Monitoring, auditing and reviewing performance in line with ISO 14001:2015.
- Communicating progress and driving ongoing improvement.

#### Procurement:

- Including environmental criteria in supplier and contractor selection.
- Purchasing products and services with the lowest feasible environmental impact.
- Encouraging suppliers to implement sustainable systems.
- Minimising hazardous chemicals and sourcing sustainable materials.

#### Awareness / Training:

- Promoting environmental awareness through communication and training.
- Ensuring employees understand and comply with this policy.
- Supporting ongoing professional development in environmental matters.

### IN ORDER TO PUT THESE PRINCIPLES INTO PRACTICE WE RESOLVE TO:

- Reduce our carbon footprint through sustainable travel, efficient planning of meetings and use of teleconferencing.
- Minimise paper consumption through double-sided printing and digital file management.
- Purchase renewable electricity and environmentally responsible products where feasible.
- Reduce single-use plastics and promote reuse and recycling, including office equipment and consumables.
- Conserve energy by ensuring lights and electrical equipment are switched off when not in use.
- Support circular economy principles through reuse and responsible disposal.
- Conduct regular environmental performance reviews to support continuous improvement

Signed: \_\_\_\_\_  
Director

*David Farrell*

Date: 01/10/2026

Signed: \_\_\_\_\_  
Quality Manager

*Tim Gillett*