Environmental Policy

This policy applies to all Company employees, associates, secondees, agency staff and third parties who undertake activity for and on behalf of the Company. It applies to the goods and services we procure, our direct operations and the services we provide to our customers. The Company operates within a suite of interdependent policies and their procedures, which are implemented collectively in order to deliver the objectives of the Environmental Policy.

Purpose

To provide an effective framework for realising Company's commitment to protecting and where possible enhancing the environment by reducing the Group's environmental impacts, preventing pollution, mitigating and adapting to climate change and a low carbon future.

Responsibilities

All employees including associates, secondees, agency staff and third parties are responsible for ensuring that this Policy is adhered to. In addition, those employees who procure goods and services should follow Company's Procurement Policy including the requirement to include social value considerations which include environmental issues. As referenced some activities within the scope of this Policy are covered by additional dedicated policies and procedures to ensure that the objectives of this Policy are delivered.

Policy

The Company is a group of companies that works in partnership with others to enable growth, create jobs and improve the lives of residents and local communities. The Company employees fewer than 50 staff members across 1 of site and recognises that its activities impact the environment in a few ways, principally through our use of:

Environmental Policy continued

Energy in the buildings we occupy, and business travel information technology hardware (IT), and
paper. In recognising this, the Company is committed to protecting the environment and continually improving its environmental performance by:

Ensuring compliance with all relevant legislation and standards, and the expectations of our customers and other key stakeholders

Ensuring our systems and procedures prevent pollution

Ensuring our suppliers are able and are encouraged to support our environmental commitments

Ensuring we continually review how we can make improvements to our environmental performance.

Specifically, we will:
Reduce energy consumption across our estate through staff awareness and improved controls

Reduce business travel miles through better journey planning

Reduce paper consumption through staff awareness and increased use of electronic communication and data storage and rationalise our use of IT hardware and ensure that all waste electrical & electronic equipment is reused or recycled where possible

In addition, there are specific policies that address the individual environmental impacts:

From our use of IT hardware, which covers data security and recycling

From our business mileage via an Expenses Policy, which encourages

Environmental Policy continued

journey planning and alternative modes of transport

From our company vehicles, which limits CO2 emissions to 120g/km; and from our suppliers through appropriate auditing of approved suppliers

To realise our environmental objectives the Company both recognises the need for and is committed to communicating our environmental objectives to our suppliers, employees, customers and wider stakeholders. This is achieved via our procurement processes, and our existing communication channels to employees including the business plan, intranet, Cost Review Group, newsletters, team briefings and the staff induction processes.

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves the Company's senior leadership and management teams, with final approval via the Directors [Board of Directors].

Printed and Signed Off By:

J Harrison

Jane Harrison
Director
November 2026

L Randell

Liam Randell
Director
November 2026