

Environmental Policy

1. Introduction and Scope

The organization is committed to minimising its environmental impact and operating sustainably. This policy outlines our commitment to environmental protection and continuous improvement across all our operations, products, and services within the UK and internationally where applicable. It applies to all employees, contractors, and visitors. We are committed to complying with all relevant environmental legislation, regulations, approved codes of practice, and strive to exceed minimum requirements where possible. We are committed to achieving carbon neutrality in line with PAS 2060.

2. Core Principles and Commitments

Legal Compliance: We will adhere to all applicable UK environmental legislation, including but not limited to:

- Environmental Protection Act 1990
- Environment Act 2021
- Pollution Prevention and Control Act 1999
- Waste (England and Wales) Regulations 2011 (as amended)
- Climate Change Act 2008 and subsequent carbon reduction targets (Net Zero Strategy)
- Relevant sector-specific regulations.

Carbon Neutrality (PAS 2060): We are committed to achieving and maintaining carbon neutrality in accordance with PAS 2060. This involves:

- Measuring our carbon footprint.
- Implementing a carbon reduction plan.
- Offsetting residual emissions using credible carbon offsets.
- Publicly disclosing our carbon neutrality status.

Pollution Prevention and Control: We will minimise pollution to air, water, and land by:

- Implementing effective pollution control measures.
- Preventing spills and leaks.
- Managing noise and light pollution.

Resource Efficiency and Waste Management: We will promote resource efficiency and minimise waste by:

- Reducing energy and water consumption.
- Promoting reuse, recycling, and composting.
- Adopting sustainable procurement practices.
- Implementing the waste hierarchy (prevention, preparing for reuse, recycling, other recovery, disposal).

Climate Change Mitigation and Adaptation: We will contribute to climate change mitigation and adaptation by:

- Reducing our greenhouse gas emissions (Scope 1, 2, and 3 where relevant).
- Investing in energy-efficient technologies and renewable energy sources.
- Assessing and managing climate-related risks and opportunities.

Biodiversity Protection: We will minimise our impact on biodiversity and ecosystems by:

- Avoiding activities that damage natural habitats.
- Supporting local biodiversity initiatives.

Sustainable Procurement: We will encourage our suppliers to adopt environmentally responsible practices and integrate environmental criteria into our procurement processes.

Stakeholder Engagement: We will engage with our stakeholders (employees, customers, suppliers, local communities, regulators) on environmental issues and seek their feedback.

Continuous Improvement and Monitoring: We will continually improve our environmental performance by:

- Implementing and maintaining an Environmental Management System (EMS) aligned with ISO (14001 or equivalent) principles.
- Setting measurable environmental targets and objectives.
- Monitoring our performance and conducting regular audits.
- Providing environmental training to our employees.
- Publicly reporting on our environmental performance.

3. Responsibilities and Implementation

The Executive Administrative Partner is responsible for the overall implementation of this policy. All employees are responsible for adhering to its principles and procedures.

4. Review and Communication

This policy will be reviewed annually or more frequently as needed. It will be communicated to all employees and made publicly available on our website. Available to all Interested Parties upon request.

Signed



John Vavitsas
Chief Executive Officer
10th August 2026