



ENVIRONMENTAL POLICY

July 2022



We believe in taking responsibility to protect the environment and understand how our actions and inactions could have an impact on the environment.

We will set science based targets and action plans to reduce negative impact of our operations on the environment. Learning from the global pandemic, we will consider how we adjust our future ways of working to more sustainable. Through stakeholder engagement, we will learn, explore, and understand the role we play in protecting the environment for future generations.

We will take simple every-day steps to reducing harm on the environment:

- Digital first approach to marketing and communication
- Reduction of print and encouragement to use secure software solutions such as digital signatures
- Continually reviewing our office space requirements and where we are located ensuring environmental best practice through waste management, and efficient energy management and landlord engagement
- Promoting electric, or low-emission vehicles on any owned fleet and considering business travel options
- Reducing unnecessary travel and embracing the investment made in online collaboration systems
- Promoting a hybrid working model and considering how we work in offices to reduce impact on local infrastructures

Calculating our impact

The methodology used to calculate our total energy consumption and carbon emissions is through the extraction of consumption of data from invoices and meter reads for the financial years reported. Where data is not available, estimates are calculated using historical profiles and details held on record by our Compliance department for audit purposes. Energy and fuel consumption is expressed in tonnes of carbon dioxide equivalent using 2019 DEFRA published conversion factors. Fuel for transportation is converted using statistical data sets published by the UK Department of Transport.

Current and future customer solutions

As well as our own ambition to reduce our carbon footprint, working with our customers we seek to contribute to reductions in global greenhouse gas emissions through continuing to develop remote solutions for customers as an option where onsite presence is not critical to the success of the outcome.

We consider both sustainability and innovation as one of the same and will continually seek opportunities to support our own and our customers' sustainability commitments.

Finally, we are committed to meet or exceed any environmental legislation that relates to our business, and will take every opportunity to raise awareness, and take action to help us reduce our environmental footprint.

Mike Maddison
Chief Executive Officer
July 2022