

## ENVIRONMENTAL SUSTAINABILITY POLICY

The Company is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and service users and minimises our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental sustainability best practices in all we do.

We therefore aim to be a model employer by:

- integrating the consideration of environmental concerns and impacts into all of our decision making and activities;
- promoting environmental awareness among our employees and service users and encourage them to work in an environmentally responsible manner;
- training, educating and informing our employees and service users about environmental issues that may affect their work;
- reducing waste through re-use and recycling and by purchasing recycled, recyclable or re-furnished products and materials where these alternatives are available, economical and suitable;
- promoting efficient use of materials and resources throughout our facilities including water, electricity, raw materials and other resources, particularly those that are non-renewable;
- avoiding unnecessary use of hazardous materials and products, seeking substitutions when feasible, and taking all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of;
- communicating our environmental commitment to clients, customers and the public and encouraging them to support it; and
- striving to continually improve our environmental performance and minimising the social impact and damage of activities by periodically reviewing our environmental sustainability policy in light of our current and planned future activities.
- the company will implement targets to reduce their environmental impacts. Targets will be appropriate to their business sector and will consider local factors within global objectives e.g. minimising water consumption, air emissions, consumption or waste production;
- the company will strive to actively encourage their downstream suppliers to consider the principles of accessibility and inclusion.

Signed by:    *A Ellis*    Date:    06/01/2025   

On behalf of Cognisco Limited