



## Environmental Policy

**At Evolve, we recognise that our operations impact the environment. We are committed to the conservation and improvement of the environment, and we recognise our responsibility to manage and minimise the environmental impacts of our activities, products and services. Through the identification of our most harmful activities, we strive to lead the industry with new levels of environmental awareness, pledging a commitment to continual improvement.**

We will:

- Identify the significant environmental impacts of our activities
- Comply with relevant legislation, regulation and other requirements relating to our significant environmental impacts
- Develop suitable objectives, targets and management programmes, applying appropriate operational procedures to monitor and subsequently minimise our significant environmental impacts
- Ensure that all employees understand the environmental impacts associated with their responsibilities, by providing appropriate training, guidance and information
- Minimise the amount of waste we produce; endeavouring to re-use, recover or recycle materials where practicable, or safely disposing materials where not
- Reduce the amount of energy we consume in our buildings by investing in energy-saving solutions
- Reduce the amount of paper we produce by encouraging employees 'think before they print'
- Promote sustainable travel including car sharing and the use of public transport for face-to-face meetings, and choosing to conduct meetings remotely where possible
- Procure, where possible, sustainable products that can be used in daily operations e.g. the use of FSC-certified paper



- Ensure that suppliers understand the Company Policy and ensure that they meet environmental requirements similar to our requirements by complying with pre-agreed standards
- Strive for continual improvement in overall environmental performance by reviewing our processes
- Communicate our environmental commitment to all employees and relevant stakeholders.

This Policy is a framework for establishing the Company's environmental objectives and targets. The Company is committed to measuring, auditing and reporting our environmental performance against the objectives.

**This Policy was approved by the Board and will be reviewed annually.**

**Alan Stephenson-Brown**  
**CEO**  
**Date 15<sup>th</sup> July 2024**