**Environmental Policy**

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| Document reference | **EP 2** |
| Version | **2** |
| Next Review | **16/10/2027** |

This environmental policy covers activities on all BISHOPSGATE sites, along with activities on 'client' sites around the UK & Ireland. This policy will be reviewed on an annual basis as part of our ongoing commitment to the environment.

BISHOPSGATE recognises that the environment is a central business concern and has adopted the following standard: ISO 14001 (2015).

1. We will comply with existing and future environmental legislation which relate to our environmental aspects.
2. We will liaise with relevant external bodies and work with our own staff to improve environmental performance.
3. We are committed to the continuous improvement of our environmental performance and encourage suppliers, and all our employees to participate in an effort to reduce our environmental impacts both locally and globally.
4. We will seek to minimise waste in production and packaging and ensure that any waste generated is labelled, stored and disposed of correctly and where possible recycled.
5. We will establish a programme to prevent pollution and alert interested parties of any accidental emissions or environmental incidents.
6. We will maintain and strive to improve our environmental management system.
7. We will communicate environmental awareness through media, briefings and training where required.
8. We will strive to minimise consumption of all raw materials used, including water, fuel and energy.
9. We will educate, train and motivate employees to carry out tasks in a competent manner, and ensure that sufficient resources are made available.
10. BISHOPSGATE's Senior Management team is committed to ensure that protection of the environment is firmly embedded in both the company's and all employees culture and will endeavour to influence its suppliers and customers in a similar strategic environmental manner.
11. BISHOPSGATE is committed to establishing and reviewing measurable environmental objectives and targets in line with this environmental policy.
12. We will periodically review and revise this policy.

Signed _____

Patrick Delahunty

Chief Executive Officer

16/10/2026

Article 1

We will comply with existing and future environmental legislation, which relate to our environmental aspects.

- We will work within the legislation of the Environmental Protection Act 1990 and any other legislation that affects BISHOPSGATE.
- We will minimise the creation of waste and wherever possible recycle materials.
- We will dispose of all wastes through safe and responsible methods.

Article 2

We will liaise with relevant external bodies and work with our own staff to improve environmental performance.

- Risk Reduction

We will minimise the environmental health and safety risks to our employees and the communities in which we operate by employing safe technologies.

- Disclosure
  We will disclose to our employees any of our operations that cause environmental harm or pose health or safety hazards.
- Contractors and Suppliers
  We will promote the adoption of environmental policies by contractors acting on our behalf. Where appropriate we will require improvements in their practices to make them consistent with those of BISHOPSGATE and to encourage the wider adoption of these principles by suppliers.
- The company will work closely with relevant interested parties and the local community, and will monitor concerns and complaints that may arise in order to maintain and build upon the good working relationships that already exist.

Article 3

We are committed to the continuous improvement of our environmental performance and encourage suppliers, and all of our employees to participate in an effort to reduce our environmental impacts both locally and globally.

- We have established a register of significant operations, transportation, office services, planning, post-consumer waste and contractor and supply activities.
- We will ensure that the disposal and transport of waste off-site is carried out with due regard to all environmental consideration. We will select environmentally compatible and recyclable materials in connection with the development and manufacture of products wherever practicable. We will carry out a programme of environmental auditing to ensure that the environmental policy is being implemented.

Article 4

We will seek to minimise waste in production and packaging and ensure that any waste generated is labelled, stored and disposed of correctly and where possible recycled.
Waste Management

- We have established a register of waste streams and systematically evaluate them and wherever possible consider the minimisation or re-use of material, containers and product.
- We will only dispose of streams of waste through agreed waste locations. Wherever practical we will continue to eliminate unnecessary waste stream.

Article 5

We will establish a programme to prevent pollution and alert interested parties of any accidental emissions or incidents.

- Process of Improvement
  We will continue to improve our environmental policy, programme and environmental performance, taking into account technical development, scientific understanding, consumer needs and community expectation with legal regulations as a starting point.
- We will carry out a programme of environmental auditing to ensure that the environmental policy is being implemented and complying with our commitment to preventing pollution.

Article 6

We will maintain and strive to improve our environmental management system (EMS).

We will continue the practical steps involved in maintaining an environmental management system, building on the progress made in preparing and publicising this environmental policy. Improvements will be sought through audits, observations and industry guidance.

Article 7

We will communicate environmental awareness through media, briefings and training where required.

Upon joining BISHOPSGATE all employees will be made aware of environmental issues that relate to the business and will be informed of any changes in the business that may have an impact on the environment, be it positive or negative.

Article 8

We will strive to minimise consumption of all raw materials used, including water, fuel and energy.

We will make sustainable use of renewable natural resources. We will conserve non-renewable natural resources through efficient use.

We will make every effort to use environmentally safe and sustainable energy sources to meet our need where financially viable.

Article 9

We will educate, train and motivate employees to carry out tasks in a competent manner, and ensure that sufficient resources are made available.
BISHOPSGATE realise that the success of this policy relies on the competence of its employees, and as such training will be given to those with dedicated responsibilities set out within the Environmental policy and environmental management system (EMS).
Resources for the success of the EMS will be assessed and reviewed as the business grows.

Article 10

BISHOPSGATE's Senior Management team is committed to ensure that protection of the environment is firmly embedded in both the company's and all employees culture and will endeavour to influence its suppliers and customers in a similar strategic environmental manner.

Senior Management will actively play a role in the success of the EMS by providing support, resources and commitment.

Article 11

BISHOPSGATE is committed to establishing and maintaining a framework for the setting and reviewing of measurable environmental objectives and targets in line with this environmental policy. These objectives will be based on significant environmental aspects, compliance obligations, and opportunities for improvement. The framework for setting these objectives is outlined below:

- Objective Identification: Environmental objectives will be identified based on:
    - The company's significant environmental aspects and impacts.
    - Legal and regulatory requirements.
    - Opportunities for environmental performance improvements (e.g., reducing resource consumption, improving waste management).
- SMART Objectives: All environmental objectives will follow the SMART criteria:
    - Specific – Clearly define the environmental impact or issue being addressed.
    - Measurable – Provide metrics to evaluate progress.
    - Achievable – Ensure objectives are realistic within the company's operational context.
    - Relevant – Align with the company's overall environmental goals.
    - Time-bound – Establish deadlines for achievement.

- Roles and Responsibilities: Senior management, in consultation with relevant departments, will assign responsibilities for the achievement of each objective. These will be clearly documented in the EMS and communicated to the responsible parties.
- Review and Monitoring:
    - Objectives will be reviewed regularly during management review meetings.
    - Progress will be tracked using key performance indicators (KPIs) specific to each objective.
    - Regular internal audits will be conducted to ensure objectives are being met and any barriers are addressed.
- Continuous Improvement: Environmental objectives will be revised as necessary to ensure ongoing improvement in environmental performance, reflecting changes in legal requirements, business processes, or environmental conditions.

Article 12

We will periodically review and revise this policy.

This policy will be reviewed and revised if necessary, during the management review meetings and any such time necessary due to a change in the business, legislation or environmental incident.