



Environmental and Sustainability **Policy**

Version 10

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1. Introduction

We recognise the vital part that businesses have to play in increasing sustainability and protecting the environment. We also recognise our business activities may have an impact on the environment from time to time, and therefore it is our responsibility to minimise any negative impacts these activities may have and to proactively promote sustainable practices throughout the business. The ESG regulatory environment is fast changing and complex and therefore we are continuously reviewing opportunities to align to best practice frameworks in relation to the environment and sustainability. This responsibility goes beyond legal and regulatory requirements and reflects the company's values and ethics.

2. Commitment

S-RM is committed to communicating this policy to its personnel, clients and supply chain whilst looking to integrate environmental controls into all business operations and encourage sustainable decision making. As such, S-RM is committed to:

- Establishing and reviewing environmental objectives and performance measures that support continual improvement of environmental performance;
- Considering the environmental and ethical impact of purchasing decisions and purchasing from environmentally aware suppliers wherever practical;
- Ensuring personnel have appropriate awareness, competence and understanding of their environmental responsibilities and the objectives of the Environmental Management System;
- Promoting the efficient use of energy, water, paper and other resources and seeking opportunities to reduce consumption and waste generation;
- Monitoring and reducing pollution caused as a direct or indirect result of our business operations wherever possible;
- Using all suitable opportunities to influence colleagues, clients, partners, and suppliers to improve their own environmental performance;
- Fulfilling applicable compliance obligations, including environmental legislation, regulations, contractual commitments and other applicable environmental requirements;
- Minimising energy consumption, through collaboration with relevant stakeholders including landlords and building management and encouraging personnel to use equipment and resources in an economical manner;
- Consider climate related risks and opportunities and supporting initiatives that contribute to climate change mitigation where relevant to our operations and services;
- Considering impacts on biodiversity, ecosystems and natural resources when making business and procurement decisions, where relevant and practicable;
- Protecting the environment through the prevention of pollution, responsible resource management, consideration of climate-related risks and opportunities, and continual improvement of environmental performance; and
- Demonstrate our desire to further embed environmental, social and governance principles into S-RM's operations and support the business's sustainability, by participating in the UN Global Compact.

S-RM will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System aligned with the requirements of ISO 14001 and its applicable amendments;
- Set in motion changes to make the UN Global Compact and its Ten Principles part of S-RM's strategy, culture and day-to-day operations utilising the Sustainable Development Goals (SDGs) and 10 Principles as a framework;
- Developing specific processes which identify the aspects of the company's business which have an environmental impact and quantifying the significance of each aspect;
- Setting measurable targets and objectives in relation to monitoring environmental performance and reducing environmental impact;
- Reviewing the Environmental Management System, Environmental Policy and environmental targets and objectives at planned intervals to ensure that they remain appropriate to the nature and scale of S-RM's business activities and services;
- Actively seeking opportunities for continual improvement of the S-RM Environmental Management System and encouraging colleagues, clients, partners, and suppliers to do the same;
- Ensuring that all S-RM personnel, partners, and suppliers are aware of their responsibilities in relation to the S-RM Environmental Management System; and
- Actively collaborate with Koba at The Rowe as part of a workspace that champions sustainability, community and innovation.

3. Review

This policy will be reviewed at least annually, and whenever significant organisational, legal, regulatory, or operational changes occur, to ensure its continuing suitability, adequacy, and effectiveness.