



Environmental and Sustainability Policy

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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:

- Considering the environmental and ethical impact of purchasing decisions and purchasing from environmentally aware suppliers wherever possible;
- Training and motivating personnel to work in an environmentally and socially responsible manner;
- Reducing the consumption of resources through the use of electronic media wherever possible;
- Managing and disposing of all company waste in a responsible manner;
- 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;
- Complying with all applicable legislation and regulation which relate to S-RM's environmental impacts, including measuring and reporting 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.

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

- The implementation and maintenance of an Environmental Management System which is compliant with the requirements of ISO 14001:2015;
- 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; and
- Ensuring that all S-RM personnel, partners and suppliers are aware of their responsibilities in relation to the S-RM Environmental Management System.
- Actively collaborating with S-RM's ESG advisory team and dedicated Corporate Social Responsibility Committee to ensure we are aligning to best practice and utilising in-house knowledge.

3. Review

S-RM will review this policy annually to ensure that it reflects the needs of the business.