



ENVIRONMENTAL POLICY

Sitting within the 2Excel Group Ltd Management System and led by our Environmental, Social Value and Governance Steering Group (ESGSG), our **Sustainability Policy** outlines our commitments to contribute to long-term economic, environmental, and social sustainability. We are well aware of the environmental impacts of our Group and we are committed to reducing them to support environmental protection and improvement. Our **Sustainability Action Plan (SAP)** details how those commitments are being delivered.

One of the two pillars of our SAP is our **Environmental Policy**, which details our environmental commitments regarding **Environmental Stewardship** (understanding our obligations), **Climate Change** (reducing Greenhouse Gas Emissions), **Environmental Management** (our Circular Economy, using sustainable materials and reducing waste) and increasing **Biodiversity and Natural Capital**.

This, our **Environmental Policy**, is applicable to all our activities and, therefore, all our staff and organisations working for, or on our behalf. Wherever possible, we will choose partners and suppliers that share our commitment to this Policy and its plans too.

Environmental Stewardship

- We commit to educating and empowering all our employees to 'care' about the environment through our **Environmental Stewardship Training Plan (ESTP)**.
- We commit to providing sufficient leadership, systemic resource, communication and training to enable our ESTP.
- Wherever possible, we will choose partners and suppliers that share our commitment to environmental stewardship and help them to improve their own environmental impact by sharing our lessons learned.

Climate Change and Greenhouse Gas Emissions

- We commit to delivering **NetZero Greenhouse Gas (GHG) emissions by 2050** through the socially and environmentally conscious delivery of our **Carbon Reduction Plan (CRP)**.
- To achieve this commitment, we have identified the following key milestones:
 - **Having intensity-related targets for annual GHG reduction in 2024.**
 - **Reaching half of our 2019 Net GHG intensity-based emissions by 2030.**

Environmental Management

- Maintain our Environmental Management System (EMS) in accordance with the requirements of BS EN ISO 14001: 2015.
- Comply with all statutory and regulatory environmental requirements relevant to our activities.
- Maintain a net-positive environmental effect in our services.
- Minimise our risk of pollution and/or contamination.
- Use energy, water, materials, consumables and other natural resources as efficiently as possible.
- Deliver our **Circular Economy Plan (CEP)** which means we commit to:
 - The **re-use of materials** wherever possible including:
 - **Aircraft** – multi-role, multi-use, multi-contract;
 - **Sensors** – multi-use, multi-contract;
 - **Tools** – multi-use, multi-contract;
 - **Infrastructure** – multi-use, reconfigured, re-purposed;
 - **Equipment** – re-use, re-purpose, re-cycle.
 - The **use of sustainable materials** wherever possible including:
 - **Textiles** – All new branded textiles to contain recycled or sustainable materials.
 - **Paper** – All paper to be made from recycled material or certified sustainable sources.
 - **Wood** – All wood used produced from certified sustainable sources.
 - **Single-use plastics** – Minimal use of single use plastics by **2025** in our **offices and corporate events**.
 - Sending **no more than 10% of our waste to landfill by 2035** in line with our **Reduce, Reuse and Recycle** guidance.
- Choose partners and suppliers that share our commitment to improving environmental sustainability.
- Demonstrate that these objectives are being met.

Biodiversity and Natural Capital

- We commit to delivering our **Biodiversity Action Plan (BAP)** to support **Biodiversity NetGain** through our unique assets and services including:
 - Provision of skills, expertise and data spanning the disciplines of environmental science, ecology, and remote sensing to facilitate biodiversity baselining, planning and validation.
 - Support of student projects to help the next generation develop this discipline.
 - Where it doesn't jeopardise safety, work with our landlords, neighbours, and local communities to improve biodiversity at 2Excel sites.
 - Staff engagement in environmental enhancement activity through our Volunteering Policy.
 - Thought leadership events to increase public knowledge.
- We will continue to develop innovative solutions to support the sustainable management, protection and enhancement of natural environments, biodiversity and green spaces through data-based decision making.
- Our carbon offsetting activities will try to promote the enhancement of natural environments and ecosystems.

Continuous Improvement

- Acknowledging that Sustainability is a long-term goal, our ESGSG is committed to the continuous improvement of our policies, plans, management systems and schemes.
- To do this we will analyse our Sustainability Reports in order to continuously improve our environmentally-conscious performance.
- Our Sustainability Reports include the quarterly monitoring, annual reporting and annual publishing of our environmental impacts and gains including, but not limited to:
 - **Carbon Accounting**
 - **EMS Reporting**
 - **Energy Use Reporting**
 - **Waste Reporting**
 - **Water Use Reporting**
 - **Biodiversity Reporting**
 - **ESTP engagement and impact**
- We will endeavour to improve our data capture and reporting methods to provide an increasingly sound and scientific basis for our Sustainability Reports.
- We will encourage partners and suppliers to share our successful strategies and to learn from our success stories and our mistakes.

Document Control

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