

Environmental & Sustainability Policy

Introduction

We are committed to creating value for our clients and supporting our supply chain whilst preserving the planet and ensuring the wellbeing of communities.

We are committed to reducing our environment impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. It is our intention to be at the environmental forefront of our industry.

We recognise that protection of the environment requires commercial activity to be conducted in a sustainable manner. In addition to taking responsibility across our business activities we also support our clients in achieving their sustainability objectives and reducing their environmental impact and influence our supply chain to do the same, thereby encouraging our business partners and members of the wider community to join us in this effort.

All personnel have duties and responsibilities under this policy. To ensure these responsibilities are met, regular reviews of environmental performance shall be carried out, as well as increasing employee awareness of environmental impacts.

Aim

Through the services we provide and the actions we take we aim to play our part to:

- Stay within planetary boundaries.
- Transition globally to net zero carbon and circular models of consumption.
- Limit climate change and increase global resilience.
- Ensure equity, inclusion, health, safety, and wellbeing for all of society.
- Support local communities and the vulnerable.

By complying with all sustainability-related legal obligations and continuously measuring, improving, and reporting against our impacts in the following areas:

1. ENVIRONMENT: Energy use and management, carbon emissions and reduction planning, waste and the circular economy, and environmental performance of our suppliers.
2. SOCIAL: Employee diversity & inclusion, employee benefits & wellbeing, commitment to health & safety, work-related health & safety, social performance of our suppliers, and learning & education.
3. GOVERNANCE: Equity, diversity & inclusion, ethical business, and sustainable procurement.

Our progress in delivering these objectives can be viewed in our annual sustainability report.

This policy replaces our previous separate environmental and sustainability policies and is aligned to our ISO 14001 accredited Environmental Management System.

We will share this policy with all employees on our internal hub and work to raise the sustainability awareness of our employees and supply chain. The policy will be available to all stakeholders, including contractors, suppliers, and clients, and will be reviewed annually when internal stakeholders will be given the opportunity to provide feedback.

Our Strategy

Through good governance, collaboration, and ethical procurement, practices, services, and policies we are committed to:

1. Energy Consumption & Management

Monitoring and reducing our energy consumption through a system of review, reduce, optimise, and execute. We aim to prioritise and promote change through our supply chain by sharing knowledge and collaborating on energy reduction.

2. Waste

Creating a long term, circular-based strategy to reduce waste and improve end-of-life outcomes. We aim to ensure zero waste goes to landfill; equipment that no longer meets our needs is donated for reuse; and refurbished equipment is considered before purchasing new. In turn, we will support our supply chain to better manage and reduce their waste.

3. Diverse, Inclusive, Healthy & Safe Workplace

Maintaining an equal opportunities workplace that is healthy, safe, diverse, and inclusive at every level, and which has employee wellbeing at its heart.

4. Carbon Emissions

Reducing our carbon emissions and those of our supply chain through a programme to encourage energy efficiency, low-carbon technologies, renewable energy use, and low-life cycle impact designs and material choices; and ethical procurement that considers impact on society and the environment. We are committed to building climate action into our business models and services to mitigate negative impacts in the future.

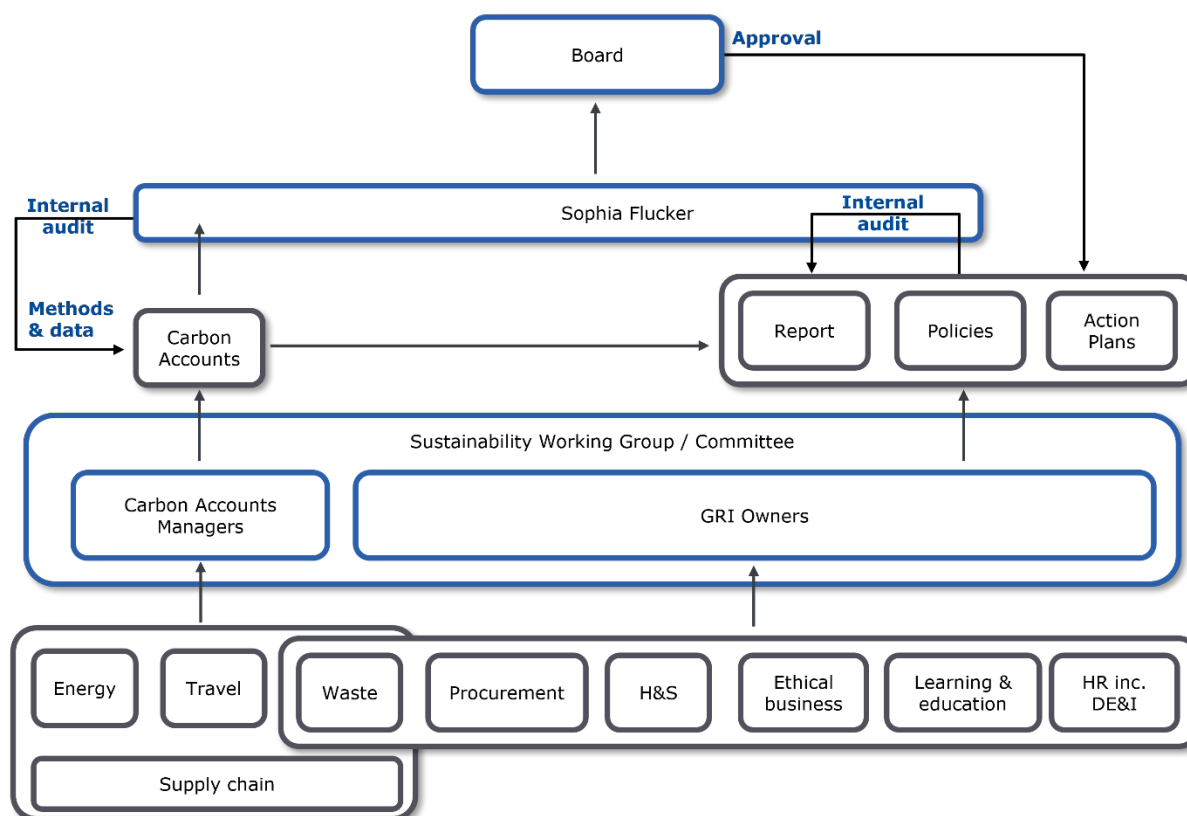
5. Learning Development & Knowledge Transfer

Continuous learning and development of our employees and the breaking down of knowledge silos – throughout the company, project lifecycles, and industry – to better empower our supply chain to improve efficiency, and reduce risk, cost, and our impact on society and the environment.

6. Procurement

Engaging with a supply chain that is aligned to the priorities set out in our sustainability strategy, and that places a high priority on limiting negative impacts on society and the environment. We will seek to source materials responsibly, use local suppliers, and increase employment in local communities.

Governance



Responsibilities

Directors

As senior managers plus;

- Responsible for the development and review of the policy and the coordination and implementation of all arrangements required to comply including ensuring adequate resource is appointed
- Maintain the Environmental Aspects and Impacts register

Senior Managers

- Ensure all activities listed under Managers duties are undertaken on their projects
- Ensure the effective implementation of this policy
- Have a general understanding of the duties required as an employer, premises controller and employee under the Environmental Protection Act 1990, Waste

(England & Wales) Regulations 2011, Environmental Permitting (England & Wales) Regulations 2013 and Hazardous Waste Regulations 2005 to assist MiCiM in compliance with legislation

- Promote and enforce high environmental standards with the aim to maintain a positive environmentally aware culture
- Lead by example and promote the environment as a high priority for their projects
- Plan, manage and monitor all work activities to eliminate, or if unable to eliminate reduce and control risks to staff, contractors, clients and members of the public
- Investigate and report any incidents, accidents and occurrences on their projects project in line with the MiCiM process
- Report immediately any activities involving or requiring involvement of the Environmental Health Officer (EHO) to the Director responsible for environment.
- Ensure that the MiCiM minimum standards are met and promote further training and development of their team
- Ensure effective communication of environmental issues and expectations throughout teams/projects
- Share any best practice improvements suggested or shortcomings with practices or processes regarding environmental management
- Ensure all contractors are made aware of their responsibilities for environmental matters
- Only utilise suppliers and consultants that are pre-qualified

Managers

- Enforce the MiCiM Environmental Policy
- Monitor and control the environmental aspects of the project including the management of contractors, and interface with the public and clients
- Responsible for the project Environmental Risk Assessment
- Ensure that Environmental issues are covered in the site induction Conduct site environmental inspections / audits and implement actions required from the findings
- Only utilise suppliers and consultants that are pre-qualified with acceptable Environmental Policy and procedures. Request pre-qualification of new subcontractors if required
- Investigate and report any incidents/accidents and dangerous occurrences promptly to the relevant stakeholders in line with the MiCiM process
- Alert the senior management of any improvements suggested or shortcomings with practices or processes regarding environmental management
- Must have a general understanding of the duties required as an employer, premises controller and employee under the Environmental Protection Act 1990, Waste (England & Wales) Regulations 2011, Environmental Permitting (England & Wales) Regulations 2013 and Hazardous Waste Regulations 2005 to assist MiCiM in compliance with legislation
- Must request suitable Environmental advice and support if required
- Promote a positive environmentally aware culture

All personnel

- Read and follow the policy and any additional instructions provided.
- Must request suitable environmental training, advice and support if required
- Set an example and demonstrate high environmental awareness and standards
- Report to their line manager any concerns over environmental issues for tasks they have been asked to do or have been made aware of

Refusal or failure to comply with the Company Environmental Policy will be considered a serious disciplinary offence.

A handwritten signature in black ink, appearing to read 'S. Flucker', positioned above a horizontal line.

Sophia Flucker

Director

September 2025