

## 1. Purpose

The purpose of this document is to define the role that Unily's Executive Leadership Team (ELT) takes in protecting the environment and implementing an Environmental Management System. This ensures the commitment to reducing environmental impact, developing and propagating the policy.

## 2. Scope

To define Unily's Environmental Policy and ensure the appropriate roles, responsibilities and authorities are assigned. This policy is applicable to all business activities, employees and contractors across EMEA, NAM and APAC regions.

## 3. Responsibilities

- The Executive Leadership Team (ELT) is responsible for setting and approving the environmental policy.
- The CFO is responsible for ensuring that roles, responsibilities, and authorities are appropriately assigned, maintained, and updated, as necessary.
- All employees are responsible for adhering to the requirements of the environmental policy and for fulfilling any duties related to assigned roles, responsibilities, or authorities.

## 4. Environmental Policy Statement

It is Unily's policy to maintain an Environmental Management System designed to align with the requirements of the ISO 14001:2015 Standard.

Unily is committed to minimising the environmental impact associated with the provision of our services, through continual improvement. Unily operates in compliance with all relevant environmental legislation, whilst maintaining resilience against environmental risks and impact.

### We are committed to:

- Raising awareness of environmental impacts and climate change to all employees.
- Integrate best-practice environmental management systems into our processes.
- Build environmental impacts into all aspects of decision-making and strategy, striving for continuous improvement and maintaining an aspects and impacts register relevant to our products, services and operational locations.
- Reduce reliance on fossil fuels.
- Reduce energy consumption and improve efficient use across all locations.
- Reduce water consumption and improve efficient use across all locations.
- Prevent pollution including reducing air pollution where possible, across all locations.
- Reduce the volume of waste produced and subsequently sent to landfill across all locations.
- Increase recycling performance, information and facilities across all locations.
- Minimise the impact on local biodiversity, where possible and seek enhancement opportunities.
- Increase awareness of the environmental impact of travel and improve performance.
- Comply with all environmental legislation, as a minimum.

### To meet our commitments we will:

- Regularly review performance with the Board and SLT team including an overview of Environmental Policy and progress for effective resource allocation, and implementation.

- Implement mandatory environmental training for all employees in 2024.
- Conduct an annual carbon footprint assessment in Q1 each year, with a supporting decarbonisation plan.
- Validated to Science Based Targets reduction of 43% in scope 1 & 2 by 2030.
- Work with our landlord to investigate renewable energy solutions at the Eashing location, including Solar Panels and Renewable energy contracts.
- Work with partners to create a roadmap for migrating all data centres to renewable energy by 2025. This will reduce Unily's Carbon emissions by 234tCO<sub>2</sub>e.
- Replace lights with LED bulbs or better and introduce energy savings tips across all employees.
- Work with Landlord to introduce robust water reporting.
- Work with partners to create a roadmap for migrating our data centres onto Adebatic cooling systems. Reducing our reliance on water consumption.
- Continue to manage litter-picking sessions at the Eashing site, protecting biodiversity in the local area. Running at least one session each quarter.
- Operate an effective waste-management hierarchy across all sites: Avoid, Reduce, Reuse, Recycle, Dispose
- Review Unily's Travel policy and increase the maturity of data capture for robust CO<sub>2</sub>e reporting
- Ensure suppliers are assessed for environmental and climate change issues when purchasing goods and services in compliance with Unily's Sustainable Procurement Policy.
- Monitor key objectives and targets for managing our environmental performance at least annually.
- Promote the use of employee benefit Electric Vehicle scheme and Green Commuting Initiative, helping to reduce air pollution and help decarbonise commuting and business travel.
- Assess and understand the sustainability and environmental issues and impacts of the services we provide to our clients and take action to reduce or eliminate negative impacts.
- Monitor external environmental impact landscape and ensure resilience to risk and compliance with new legislation.

This environmental policy represents our general position on environmental issues and the policies and practices we will apply in conducting our business.

Unily aims to provide satisfaction to all customers, stakeholders and interested parties whenever possible, meeting, and exceeding expectations.

Unily ensures the details of this policy are known to all internal and external interested parties, where appropriate and will determine the need for communication and by what methods relevant to the management system. These include but are not limited to customers and clients and their requirements as documented in contracts and specifications.

Unily complies with all legal requirements, codes of practice and all other requirements applicable to their activities.

Unily will maintain a management system that will achieve the company's objectives and seek continual improvement in the effectiveness and performance of the management system based on "risk".

Unily has set its objectives, programs and targets using the SMART (Specific, Measurable, Achievable, Realistic and Timed) principles. Objectives are planned and documented; inclusive of how each is to be achieved and the actions required. Subsequently, the objectives are regularly monitored and reviewed.

# ENVIRONMENTAL POLICY

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To ensure the company maintains its awareness for continuous improvement, the Environmental Management System is regularly reviewed by The Senior Management Team to ensure it remains appropriate and suitable for the business.

## Document Owner and Approval

The CFO is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members of staff on the intranet and is published on the Unily.com website.

This policy was approved by the CFO and is issued on 15/08/2023.

Signature:  Chris Jackman Date: 15/08/2023

## Change History Record

<u>Issue</u>	<u>Description of Change</u>	<u>Approval</u>	<u>Date of Issue</u>

