

## Environmental Policy

### 1. Statement

- 1.1. ERM Limited (the 'Company') recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all environmental regulations, legislation and approved codes of practice relating to the recycling of materials.
- 1.2. It is the Company's objective to operate with, and to maintain good relations with all relevant regulatory bodies. Top management are responsible for the implementation of our Environmental Management System and for achieving and maintaining ISO 14001:2015 certification. The scope of our Environmental Management System covers all business activities stated within our Scope Document.
- 1.3. It is the Company's declared policy to carry out all measures as reasonably practicable to facilitate the ability to continually improve environmental performance. We shall:
  - a) Assess and regularly re-assess the environmental effects of the Company's equipment and operations.
  - b) Adhere to all relevant regulations concerning waste and environmental well-being.
  - c) Ensure that all consultant/sub-consultant operations are in-line with this policy, and that they are aware of their respective responsibilities in the environment.
  - d) Assess and environmentally audit our approved suppliers regularly.
  - e) Inform all employees of environmental issues and promote a culture of environmental consciousness.
  - f) Minimise the production of waste by following the waste hierarchy.
  - g) Minimise material wastage and actively promote the use of recyclable and renewable materials.
  - h) Ensure good energy saving practices are upheld and prioritise the purchase of energy from renewable sources.
  - i) Reduce and/or limit the production of pollutants to water, land and air.
  - j) Minimise risk to the general public and employees from Company operations and activities.
  - k) Monitor and aim to reduce the emissions produced by our business travel activities.
- 1.4. Additional good practice measures, aligned with the Company's Sustainability Policy, include setting measurable environmental objectives and targets, monitoring performance against agreed indicators, and reviewing progress so that improvements are evidenced and maintained over time.
- 1.5. The Company will also seek to strengthen sustainable procurement by considering environmental performance and lifecycle impacts when selecting suppliers, support proportionate carbon reduction planning in relation to business operations and travel, encourage practical measures that protect natural resources and biodiversity where relevant to our activities, and take account of climate-related risks and resilience when reviewing operations, projects and future service delivery.
- 1.6. This policy is communicated to all employees, suppliers and sub-consultants and is made available to the public.
- 1.7. All personnel understand their obligations under this policy statement and abide with the requirements of the Environmental Management System.
- 1.8. The Company constantly monitors and reviews our environmental performance and this Environmental Policy in order to ensure our continuing suitability and shall implement improvements whenever appropriate.

Signature: *Sarah Chatwin*

Name: Sarah Chatwin

Position: Managing Director

Date: 09/06/2026

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