



**HE Simm Group recognises the business activities it undertakes have potential to impact on the environment. This impact could affect nature during the whole lifecycle, both directly and indirectly, through the actions we take and services we provide. These impacts could be negative, or positive if managed efficiently and effectively. Minimising our environmental impact is key to protecting each other now and future generations.**

Our vision is to be the best engineering and services business in the industry by delivering an exceptional customer experience. To support this vision, we believe our environmental approach must create the most possible, positive environmental impact and social value, whilst leaving a lasting positive impact for our colleagues, communities and future generations.

HE Simm Group implements an Integrated Management System (IMS) that not only meets the requirements of ISO 14001 but also provides the tools to promote change in support of a healthy environment.

By addressing the environmental aspects arising from our actions, we assess the risks and potential impacts and assign the necessary control measures to minimise the potential damage. These control measures are aligned with appropriate, specific and measurable objectives which support the success of these policy commitments. Objectives will be assigned to the relevant heads of department and working groups, reviewed for progress and completed periodically via formal management review meetings and workshops.

We will all benefit from the commitment to protecting the environment through:

### Carbon

- We will work with our customers and suppliers to reduce our greenhouse gas emissions to become carbon neutral by 2023 and to define our scope 3 emissions to become net zero carbon by 2030 aligning to science based targets.
- We will develop and deliver innovative solutions that contribute to our customers' ambitions to mitigate and adapt to climate change through greater energy efficiency and lower carbon emissions.

### People

- We will provide environmental awareness training as part of our passport to work initiative.

### Community

- We will be mindful of our environmental impact within the communities we work within.

### Air quality

- We will create a centre of excellence within our own organisation to be leaders in indoor air quality.
- We will work with our suppliers and customers to utilise appropriate technologies to enhance the indoor air quality of services that we deliver to support and enhance physical and mental wellbeing, delivering better outcomes for our customers, our people and the communities that we serve.

### Waste, resource and efficiency

- We will work with our customers and suppliers to achieve zero waste to landfill by 2024 and zero avoidable waste on all sites by 2030.
- We will strive to eliminate avoidable single use plastics by 2025.
- We will maximise efficiency of resources through modern methods of construction and using secondary goods and materials.
- We will adopt a circular economy approach to achieve zero avoidable waste by embedding the waste hierarchy across all operational stages and sites.

### Pollution

- We will prevent pollution arising from our working activities, including noise, dust and waste.

The Group Executive Leadership Team (GELT) is responsible for complying with all applicable legislation and requirements that governs our business and associated activities. This is achieved by establishing the Environmental Policy overall, cascading the information to colleagues and regularly review in conjunction with the performance of the business with the aim to continually improve in environmental performance.

The chief executive officer is responsible for:



- | Ensuring that effective arrangements to deliver the requirements of this policy are established and implemented across the operations.
- | Upholding compliance of overall business and legal requirements.
- | Providing an effective process of assurance with sustainable working methods.
- | Ensuring that all workforce are trained appropriately.
- | Leading the workforce to protect our world.

It is the responsibility of every employee, supply chain member and associated third party to:

- | Comply with the arrangements set out in this policy, integrating them within their working day.
- | Reduce or recycle the waste we produce, following the waste hierarchy (water, electricity, fossil fuels, rubbish, noise etc).
- | Report any environmental matters of concern, with the aim of resolving them.
- | Always assess the lifecycle possibilities of the decisions we make.

We will bring this policy to the attention of our employees, supply chain members and relevant associated third parties. It will be reviewed annually as a minimum, or as and when required.

GARETH SIMM  
Chief Executive Officer  
(CEO)

ANTHONY MELIA  
HESQ Director

01 AUGUST 2024  
(expires 31 JULY 2025)