

GEM Enterprise

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Environmental Policy

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G **GEM** ENTERPRISE

Purpose and Scope: This Environmental Policy outlines our company's commitment to responsible environmental management in all aspects of our operations. Our company recognises its responsibility to protect the environment and is dedicated to minimising our environmental impact and continuously improving our environmental performance. This policy applies to all business activities undertaken by the company, including office operations and any project work. It extends to all employees, as well as any subcontractors or suppliers we engage.

Legal Compliance: We will comply with or exceed all applicable environmental legislation and regulations relevant to our activities. This includes regulations on waste management, emissions, resource use, and any specific industry environmental standards. Compliance is our minimum standard; where possible, we strive to exceed legal requirements and adopt best practices in environmental stewardship.

Key Commitments: In operating our business, we endeavour to:

- **Prevent Pollution and Minimise Waste:** Identify and control any sources of pollution in our activities. We will take proactive steps to reduce waste generation and to prevent emissions or discharges that may harm the environment. This includes proper handling and disposal of any hazardous materials in line with legal requirements. We follow the principles of “reduce, reuse, and recycle” to minimise waste sent to landfill, and we encourage recycling and reuse in our office and project sites.
- **Waste Duty of Care:** We will utilise licensed waste carriers, segregate waste appropriately, and retain Waste Transfer Notes for a period of two years (and Hazardous Waste Consignment Notes for a period of three years).
- **Efficient Use of Resources:** Utilise energy, water, and other natural resources efficiently and sustainably. We strive to conserve energy (for example, by using energy-efficient equipment and turning off idle devices) and to reduce water consumption where possible. We will monitor our usage of electricity, fuel, and water and set targets to improve efficiency over time.
- **Climate Impact and Emissions:** Do our part to mitigate climate change by reducing greenhouse gas emissions. This may include optimising travel and transport needs (using low-carbon transportation or video conferencing to reduce trips), improving insulation and energy efficiency in our facilities, and exploring renewable energy options when feasible. We support the UK's efforts to achieve carbon reduction targets and will measure and incrementally reduce our carbon footprint.
- **Sustainable Procurement:** Consider environmental factors when purchasing goods and services. We prefer to work with suppliers who demonstrate sound environmental practices and comply with environmental legislation. Where feasible, we use recyclable products made from sustainable materials or those with a lower environmental impact. We also encourage our suppliers and contractors to minimise their environmental footprint and will communicate our environmental expectations to them.
- **Continuous Improvement:** We are committed to continuous improvement in alignment with ISO 14001 management principles for environmental performance. This means we will regularly set and review environmental objectives and targets, monitor our progress, and make improvements to our policies and practices. We will periodically review this Environmental Policy to ensure it remains relevant and effective, updating it as needed to reflect new knowledge, technologies, or regulatory changes.

Our approach is grounded in the understanding that good environmental stewardship is also good business practice. By reducing waste and inefficiencies, we can often reduce costs and

improve operational resilience. We also recognise the connection between environmental health and community well-being, and we aspire to contribute positively by reducing our environmental footprint.

Employee Awareness and Training: All employees are expected to adhere to this policy and act in an environmentally responsible manner. We will raise awareness among staff about environmental issues and provide them with information or training as needed to help them contribute to our environmental objectives. Simple measures, such as energy conservation, recycling, and reporting any environmental hazards or suggestions for improvement, are encouraged and supported.

Management and Review: The company's management is responsible for implementing this policy and ensuring that environmental considerations are integrated into business decisions. We will review our environmental performance regularly (at least annually) and report internally on progress. If necessary, we will adjust our practices and this policy to strive for better environmental outcomes. By adhering to this policy, the company aims to reduce its environmental impact and contribute to a sustainable future, benefiting both our business and the wider community.