

SUSTAINABILITY POLICY STATEMENT

This policy is owned and reviewed by the Sustainability team and covers all Axil sites and operations.

At the heart of our organisation is a commitment to securing a sustainable future for generations to come through careful resource stewardship, creation of social value, deployment of technology, education, continual innovation, data analytics and optimised operations. We are driven by responsible decision making that considers our impact on the planet and the people it sustains, contributing towards a more efficient, circular economy.

Our dedication to embed sustainable practice in all areas of our business is reflected within our core values - **Partnership, Integrity, Teamwork** and **Environmental Stewardship**. Our ISO14001 & ISO14064 certifications embed environmental consideration and best practice into our operations. We recognise our ability to influence positively, the impacts of the whole value chain that we work within, directly supporting our clients Net Zero & sustainability goals. We actively support our clients in reduction of their GHG emissions whilst minimising use of landfill and incineration in favour of joint waste avoidance, reuse and recycling initiatives.

Environmental Value:



- ✓ Continue to measure our Scope 1 & 2 GHG emissions and build upon our Scope 3 inventory
- ✓ Reduce our GHG emissions through switching to renewable energy and low emission fuels and implement zero emission equipment within our and our client's operational sites where feasible & economically viable.
- ✓ Maintain our 100% landfill avoidance and continue to eliminate the use of landfill from our clients' operations unless no viable alternative exists.
- ✓ Proactively work with our clients to identify over consumption trends and focus on waste avoidance and reduction initiatives.
- ✓ Implement reuse models to keep materials and assets in use longer.
- ✓ Identify opportunities to use waste as a manufacturing raw material to contribute to the circular economy.

Social Value:



- ✓ Identify partner charity and social enterprises to enhance the natural environment and provide support to marginalised & disadvantaged people & communities.
- ✓ Provide access to and deliver training and development to our own teams and our clients, to support the upskilling and reskilling required to transition to a circular economy.
- ✓ Focus on the wellbeing of our employees and provide safe working environments where they can thrive.

Business Value:



- ✓ Continue to develop the systems and data analytics functions to provide accurate, effortless insight to support decision making, risk management and identification of opportunities.
- ✓ Support Small to Medium Size Enterprises through the procurement of a significant proportion of our services from SMEs.
- ✓ Comply with all national environmental standards and regulations and operate a certified environmental management system.
- ✓ Maintain our low employee attrition rate through facilitation of development pathways and career enhancing opportunities.
- ✓ Proactively and transparently internally audit our own operations to identify continual improvements and manage risk.
- ✓ Adhere to any relevant restrictions or sanctions on the export of goods or services, as well to any applicable restrictions on trade with certain countries, regions, companies, entities or individuals."



Edward Pigg
Managing Director, Axil Integrated Services Limited
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