

## Environmental Policy

The organisation recognises that its business activities interact with the environment in a variety of ways. These activities have a significant impact in the key areas of energy use and generation of waste materials.

The organisation recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, to be a responsible neighbour, and to provide a comfortable environment for its employees to work in.

As such, the Directors of the organisation are committed to the following:

- Protecting the environment;
- Continual improvement in the environmental impact of its business activities;
- Improving the environmental benefits provided by its products/services;
- Preventing pollution;
- Complying with all relevant legal, customer, and other third party requirements;
- Setting measurable environmental objectives that will help minimise its environmental impact;
- Adopting best practices applicable to its activities wherever practicable.

The organisation will achieve these commitments by:

- Implementing and maintaining an Environmental Management System that is independently certified as compliant with ISO 14001:2015;
- Employing processes that identify the aspects of the organisation's business that have an environmental impact and quantifying the significance of each aspect;
- Maintaining an environmental performance improvement programme to enable the organisation's objectives to be achieved;
- Ensuring that its employees, suppliers and customers are aware of their role in supporting the organisation's commitments and environmental objectives;
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives;
- Continually monitoring the environmental impact of its business activities.

The implementation of this policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Signed on behalf of Baldwin Boxall Communications:



Nick Baldwin  
Marketing Director



Bob Schulz  
Manufacturing Director

## ENVIRONMENTAL OBJECTIVES

The following Environmental Objectives have been derived from our Vision, Mission & Values Statement and Environmental Policy.

Our Environmental Objectives for 2025 / 2026 are:

- To reduce our **Environmental** impact.
- To calculate our carbon footprint for 2025-2026

Our Key Measures for these objectives are:

- Improvements to our existing HVAC controls for common areas in unit 17
- Improvements to more efficient lighting as part of the unit 17 refurbishment
- Obtaining the Scope 3 emissions for our activities
- Improving our internal knowledge regarding sustainability & reporting

The data for these Key Measures will be obtained from the following sources:

- Installing suitable (battery backed) temperature controllers
- Ensuring suitable lighting is specified when replacements are being considered
- Finalising our Scope 1 & 2 emissions and determining the upstream and downstream emissions
- Completion of an external qualification in sustainability (e.g. Sustainability School)

These Key Measures will be reviewed regularly to ensure we are meeting our Objectives.