

# SHEQ Policy Statement 2025

## ESG

### Environmental

(ISO 14001, ISO 14064, ISO 50001)

Our goal is to continuously strive for more efficient and sustainable usage of natural resources and energy in all our operations. We believe that:

Businesses have a critical role to play in addressing the challenges of climate change and we're committed to promoting sustainable practices throughout our industry. We endeavour to procure, wherever practicably possible, energy-efficient products and services, and design for energy performance improvement contributing to our commitment to achieving Net Zero Carbon, reducing our environmental impact, and that of our customers, on the natural environment.

The way we operate our business impacts all our stakeholders, including clients, business partners and suppliers. Therefore, we're committed to supporting collaborative and collective efforts that promote innovative and sustainable solutions, environmental leadership, and advocacy. We're committed to promoting sustainable environmental practices for all employees and customers. In all areas of our working practices, we aim to prevent pollution, increase energy efficiency, and conserve the environment on local, regional, and potentially global scales, while maintaining our compliance obligations to Legislation, Governing bodies, and other interested parties.

### Social

(ISO 14001, ISO 14064, ISO 45001)

Our employees are our greatest asset. Ensuring the rights, wellbeing and safety of our employees is an integral part of all our company operations. We're committed to treating our employees with dignity, respect, fairness, and equitability fostering their wellbeing and creating an environment that values diversity and a commitment to eliminate hazards and reduce risks. We're dedicated to promoting equal opportunities for all employees, regardless of their race, gender, sexual orientation, religion, or any other basis. We recruit, promote and retain

a diverse workforce and provide ongoing education and training to promote a culture of inclusivity which includes consultation and participation of workers. We ensure our services and products meet and, wherever possible, exceed the expectations of our customers. We work hard to maintain our culture of continual improvement and the philosophy of getting things right first time. We set objectives for the business, at relevant functional levels, that are consistent with this philosophy and are measurable, monitored and communicated throughout the business.

The communities in which we operate are hugely important to us, and it's where many of our local employees live. Our activities can have a positive impact on society in our local communities and we strive to maximise this through engaging with our external stakeholders.


### Governance

(ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001)

Through our Integrated Management System, we maintain the highest standards of corporate governance and ethics and believe that good governance is essential to our long-term success as a company.

We are committed to transparency, integrity, and responsible decision-making at all levels of our organisation and recognise the critical importance of corporate governance in promoting responsible and ethical business practices. We're dedicated to promoting good business practices such as implementing security and risk management, ensuring business continuity and providing transparency to our local community stakeholders.

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Chief Executive Officer  
FCC Environment (UK) Limited

6th January 2025

Date

## Environmental (Environmental / Energy)

1. Improve data quality through accreditation to ISO14064 and the implementation of Environment, Social and Governance software.



2. To achieve NET ZERO Carbon by 2040. By applying 5% reduction year on year on Carbon Emissions based on 2019 results.



3. Reduction in the number of Compliance Classification Scheme Category D, E and F sites compared to prior year.



## Social (Health & Safety)

4. To achieve ZERO Employee Lost Time Accidents (LTA) by applying a 10% reduction against the previous year's target or when 10% is too great a divisional improvement can be applied.



5. To achieve ZERO Employee Days Lost due to injury or harm at work. By applying a 10% reduction on Days Lost due to injury or harm against the previous year's target or when 10% is too great a divisional improvement can be applied.



6. To achieve 10% reduction in Employee total accidents from the previous year.



## Governance (Quality)

7. Zero overdue actions from IMS Audits, Legal Compliance Audits and Accidents & Incidents.



8. The Integrated Management System Internal Audit initial shall be no less than 90% and the score after the first revisit shall be no less than 95%.



9. Integration of newly acquired business onto the FCC IMS utilising the 7 steps process by end of 2025 with a BSI audit plan to transfer to FCC certificates.



The United Nations has adopted 17 global goals to build a better world by 2030. Together with our employees, customers and partners, we are contributing to many of these goals, from clean energy to sustainable cities and climate action.

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