



ENVIRONMENTAL & SUSTAINABILITY POLICY

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We are UMi - we exist to make it easier for businesses to do more and, as a result, help them go further.

We believe businesses have the power to make a difference and that by working together businesses can do more and go further. UMi knows that to make that difference it takes more than just us.

One of the ways in which we strive to make a difference is through our commitment to Net Zero by 2045 and the protection of the environment, wherever we work and can influence.

We understand that environmental issues are important, but we also recognize the wider social and economic impacts of sustainability and run our business, deliver our projects and events in a way that seeks to improve our social, environmental, and economic sustainability impacts. We will also work with our supply chain in a way that seeks to improve their social, environmental and economic sustainability impacts.

To carry out these commitments, it is our policy to prevent pollution, reduce waste, reduce consumption of natural resources and CO₂ emissions and to continually improve our sustainability performance to ensure that all aspects of our business have the least detrimental effect on the local and global environment, whilst ensuring we continue to provide the highest quality service to our clients.

We achieve this commitment by:

- ✓ Our BCorp certification and its requirement for continual improvement.
- ✓ The ongoing implementation and continual improvement of an Environmental Management System that is developed to meet the requirements of ISO14001:2015.
- ✓ Using a framework for objectives, target setting, their measurement and reporting for our ongoing Carbon Reduction Plan.
- ✓ Delivering business projects, training and events which aim to engage with our customers, partners and stakeholders and build sustainable supply chains, minimising social, environmental, and economic impacts.
- ✓ Integrating sustainability considerations into our business and decision-making process, regularly reviewing our practices, and identifying areas for improvement.
- ✓ Communicating our sustainability policy to all team members, suppliers, contractors, clients and the public.



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- ✓ Ensuring all those working for, or on behalf of, UMi understand that it is their responsibility to ensure that the policy is applied at all times and that sustainability considerations are incorporated into daily business activities.
- ✓ Ensuring we meet relevant environmental, social, and economic legislation and other requirements.

UMi will continue to:

- ✓ Encourage and champion diversity in our workforce, projects, events, and supply chain, through the application of our Equality, Diversity and Inclusion Policy.
- ✓ Seek to minimise waste by reduced consumption through the development of effective waste management and recycling procedures.
- ✓ Adopt responsible energy management practices in line with our Carbon Reduction Plan which reduce consumption and encourage energy efficiency throughout the business.
- ✓ Avoid unnecessary use of hazardous materials and processes and take all reasonable steps to prevent pollution to either public or ecological health where such materials are essential in use.
- ✓ Review the sustainability policy annually.
- ✓ Applying for other certifications and implement these within our business.

Kim Oliver

Kim Oliver
Chief Financial Officer

Last reviewed: 25 April 2023