



## Environmental Responsibility Policy

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## 1 Sustainability Governance

Our Chief Executive Officer, Stuart Griffin, is responsible for our sustainability activities, including environmental impact & waste management as covered in this policy.

Stuart Griffin and The Board have set our environmental policy. This policy covers all staff across all Consult Red locations worldwide.

This policy is reviewed and released annually. The next release will be 01/02/2025.

## 2 Our Mission: Committed to reducing our carbon footprint

We recognise that our activities have a direct environmental impact. As an employee-owned company with an open and honest culture, we have the ability, desire and passion to create a workplace where environmental protection is a key consideration in everything we do.

As a professional services company, our environmental impact may be considered small. However, our mission remains to minimise our impact and seek improvement in any way possible across our global operations. This includes the reduction of our carbon footprint; increased use of sustainable and renewable energy; and recycling and good waste management wherever possible.

Our leadership, stakeholders and customers are committed to reducing climate change, embedding these values across our business and fostering environmental awareness and responsibility throughout our organisation and beyond.

## 3 Our Environmental principles

- Embed environmental awareness and consideration in everything we do.
- Continually improve and reduce our carbon footprint and environmental impact.
- Select suppliers who can provide evidence of good environmental principles.

## 4 Our Waste Management principles

- Minimise general waste going to landfill and recycle everything possible
- Reuse, donate or recycle over 99% of our eWaste
- Select suppliers who can provide evidence of good waste management principles

## 5 Our Objectives

- To identify and measure the environmental impacts of our activities, set targets, monitor and communicate progress against those targets to stakeholders and employees.
- To ensure that employees are aware & engaged in environmental issues relevant to their activities.
- Continue to report our global carbon footprint annually.
- To reach Carbon neutrality by reductions through offsets by 2025 and Net Zero by 2030.
- Maintain 100% renewable energy usage for our UK office, with the target to move our US base to 100% renewable energy by 2024.