



Environmental Responsibility Policy

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References	
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1 Sustainability Governance

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

The Chief Executive Officer and Board of Directors are responsible for establishing, reviewing and supporting this policy. This policy covers all staff across all Consult Red locations worldwide.

This policy is reviewed and released annually. The next release will be 01/02/2027.

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 direct environmental impact is relatively low compared to many industrial sectors. However, we remain committed to minimising our environmental footprint and continually improving our environmental performance 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.
- Comply with applicable environmental laws, regulations and other environmental obligations relevant to our activities.
- Consider environmental impacts when making business, procurement and operational decisions.
- Continually improve our environmental performance through the measurement, management and reduction of environmental impacts.
- Select suppliers who can provide evidence of effective environmental and waste management practices.

4 Our Waste Management Principles

- Minimise waste sent to landfill by applying the principles of Reduce, Reuse and Recycle.
- Reuse, donate or recycle over 99% of our electronic waste (e-waste).
- Select suppliers who can provide evidence of effective waste management practices.

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 and engaged in environmental issues relevant to their activities.
- We are committed to achieving Net Zero greenhouse gas emissions by 2040 through emission reduction, operational efficiency, renewable energy adoption and engagement with our supply chain.
- To achieve a year-on-year reduction in carbon emissions, taking account of organisational growth and business activity.
- Maintain 100% renewable energy usage for our UK office.
- To consider environmental performance and sustainability when selecting suppliers and business partners.
- To use energy, water and other resources efficiently and seek opportunities to reduce consumption.