



## SUSTAINABILITY POLICY

This Sustainability Policy applies to all of Saith's activities, products and services. All staff including contractors will follow the principles of this policy and supporting guidance to assist Saith meet its sustainability objectives.

Saith will develop, implement and maintain procedures and policies. They will cover a range of issues including procurement; travel; management of the Saith workspace; and Saith's impact on society.

Saith is committed to seeking continuous improvement in its performance on sustainability that is consistent with the need to provide value for money by:

- Ensuring all its customer-facing products and services are developed in a sustainable manner
- Reducing the levels of both direct and indirect pollution associated with Saith activities, including adapting its domestic travel and procurement practices to ensure sustainability targets are met in Saith operations
- Establishing sustainable development as a clear feature of Saith decision-making
- Encouraging the spread of sustainable technologies and services
- Setting and monitoring relevant, measurable sustainability objectives and targets, and report progress regularly
- Maintaining an integrated management system that meets the requirements of ISO 14001:2015 including:
  - Monitor and review progress in reducing consumption of resources
  - Meet all relevant environmental legislation and statutory regulations
  - Specify that contractors do the same when working on Saith projects.
- Educating, training and motivating staff to work in an environmentally responsible manner and to play a full part in developing new ideas and initiatives
- Communicating openly and proactively with staff about environmental policies and best practice, and co-operating with others to develop and promote environmentally sound practices
- Encouraging manufacturers, suppliers and contractors, through appropriate specifications, to develop and supply environmentally preferable goods and services
- Complying with applicable requirements relating to conflict minerals and requiring that our suppliers do not use them in their products

Saith's Managing Director will promote Saith's Sustainability Policy.

A handwritten signature in blue ink, appearing to read 'P Sykes-Tucker'.

P Sykes-Tucker  
Managing Director  
5<sup>th</sup> February 2024