

ALIUM ENVIRONMENTAL POLICY 2023

We're committed to sustainability, through encouraging environmentally aware behaviours among our team to investing in green energy through JD Ross, our energy and renewables talent provider. This policy details the steps we're taking at Alium - we also support our clients in making eco-conscious decisions through our client services function. This includes reviewing their policies and advising them on small steps they can take to impact big changes.

1. OUR COMMITMENT IS TO:

- Continuously improve our environmental performance and integrate recognised environmental management best practice into our business operations
- Reduce our consumption of resources and improve the efficient use of those resources
- Measure and take action to reduce the carbon footprint of our business activities to meet our published objectives and targets
- Manage waste generated from our business operations according to the principles of reduction, reuse, and recycling
- Manage our business operations to prevent pollution
- Give due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location, and use of buildings
- Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services
- Comply, as a minimum, with all relevant environmental legislation, as well as other environmental requirements to which the firm subscribes

2. TO MEET OUR COMMITMENTS, WE WILL:

- Provide oversight and review of environmental policies and performance, and allocate resources for their effective direction and implementation
- Review our environmental policy regularly, and set and monitor key objectives and targets for managing our environmental performance at least annually
- Communicate internally and externally our environmental policy and performance on a regular basis, and encourage feedback
- Communicate the importance of environmental issues to our people
- Work together with our people/ employees, service partners, suppliers, and landlords and their agents to promote improved environmental performance
- Promote appropriate consideration of sustainability and environmental issues in the services we provide to our clients

3. SO, WHAT DOES THAT ALL MEAN ON A DAY-TO-DAY BASIS?

We don't just talk the talk, we're committed to proactively making changes that align with our values and approach to sustainability. We work with a lot of start-up companies, many of which don't have internal HR or finance departments overseeing their environmental policies. We offer this function as an additional client service and are committed to helping as many businesses as possible make better decisions around their approach to sustainability. These are some examples of actions we've taken, which we can help you implement into your business, too...

4. WASTE

- We use recycled paper, and the amount bought is limited
- Paper and cardboard is recycled in each office
- We use 'secure print': a feature which enables print jobs to be held on a server which can only be released by the user, ensuring documents are not left unattended or discarded, thus reducing print waste
- We've gone plastic-free in each office – reusable water bottles have replaced plastic cups • We use eco-friendly cleaning products, never bleach

5. TRAVEL

- We offer flexible working – the ability to work from home greatly reduces business travel
- We use video conferencing – we've been using this for meetings and conferences since November 2019, thus reducing international travel and emissions

6. ENERGY

- We have sensor lights in our offices that turn off after 20 minutes • Hot water heaters have replaced kettles in our offices
- Monitors go to sleep after a set amount of time

7. ONGOING COMMITMENTS

- Continuing to reduce the impact of our offices on the environment
- Educating our people: - Travel – encouraging carpooling and the Bike to Work scheme - Inviting guest speakers to share initiatives and ideas with us and our teams
- Supporting our clients in actions they can take
- Setting science-based emission reduction targets and continuously reviewing them This statement represents our general position on environmental issues, and the policies and practices we will apply in conducting our business.