

Environmental Policy

Gi Group UK is committed to the adoption of environmentally responsible policies and practices throughout its operation. Whilst accepting that as a business operating in the service sector without any raw materials or any production operations our impact on the environment is not as substantial as that of a manufacturing organisation, we aim to encourage a positive impact through our activities via consumers, employees, communities and stakeholders.

Gi Group UK recognises our key impacts to be in the areas of:

- Fuel consumption
- Resource consumption
- Emissions to air
- Releases to water
- Waste generation
- Procurement

COMMITMENTS

Gi Group UK will comply with all relevant legislative requirements and with other requirements to which the organisation subscribes in relation to environmental aspects.

The company is committed to continuously improving its Environmental Management System to enhance environmental performance, to protecting the environment, and to preventing pollution.

The key environmental aims, targets and progress towards achieving the annual targets will be communicated internally each quarter and published on GiNET. External parties can be provided with this information upon request.

Gi Group UK will strive to:

- Review organisational activities and identify areas where impacts can be reduced
- Minimise waste through sensible and efficient use of materials and energy
- Purchase sustainable products wherever feasible
- Publicise our environmental position
- Keep employees informed of good environmental practices and encourage employee involvement in appropriate environmental actions
- Include environmental considerations in the business travel strategy

RESPONSIBILITIES

The responsibility for the continuous improvement and maintenance of the Group's Environmental Management System will fall to the Compliance

Department, and ultimately the Managing Director.

Gi Group UK will periodically review performance against legislative requirements associated with the areas of impact, and in accordance with the Operations Manual and Quality Objectives.

Disclaimer: This policy is meant to provide general guidelines and should be used as a reference. It may not take into account all laws and is therefore not a legal document. The Company will not assume any legal liability that may arise from the use of this policy.

Signed: Paulo Canoa – Regional Head and Country Manager UK & Ireland
Date: June 2023

A handwritten signature in black ink, appearing to be 'P. Canoa', located below the text of the signature.