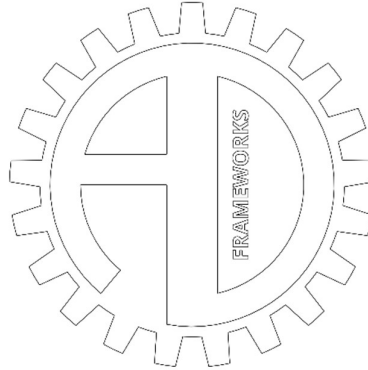


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Environmental Policy

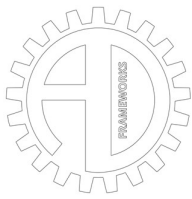


1st January 2023



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Aim

AD Frameworks acknowledges the impact of human activities to the environment in the form of climate change, biodiversity and material/resource scarcity.

AD Frameworks is committed to improving our and our client's environmental performance, through the implementation of best practices to minimise the environmental impact of our business operations.

We will also implement strategies that will reduce the impact of environmental risks on our organisation.

The policy document keeps senior managers and employees informed about their environmental roles and responsibilities within our organisation.

Scope

The Environmental Policy applies to all employees and contractors, both full & part time. The policy will be shared with suppliers, partners, consultants and customers to demonstrate and indicate best practice.

Intent

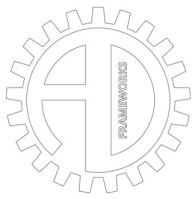
This Environmental Policy formalises our commitment to supporting the principles of Business Sustainability Management and recognises that sustainable environment is central to our organisation and the lives and work of our employees.

Internal & External Framing

We are committed to enabling the move to a sustainable, low carbon economy, to reduce and ultimately eliminate the impact to the environment from our and our client's operations.

Our commitment

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- Assess the environmental impact of our operations and set objectives and targets in order to improve our environmental performance. We will regularly review these targets.
- Provide adequate resources to meet our commitment to this policy and the environment.
- Comply with all relevant environmental legislation and regulations.
- Define and communicate to management, employees and contractor responsibilities so that all are aware of their individual obligations.



- Ensure that all our policies and services are developed in a way that is complimentary to this policy.
- Take into account environmental considerations in our procurement.
- Encourage all partners and other key stakeholders to commit to improving environmental performance.
- Reduce our organisations use of energy, water and minimise waste by reduction, re-use and recycling methods wherever possible, whether employees are working in the office, client site or at home.
- Conscious consideration to the level of travel required and the mode of travel, encourage lower carbon transportation options were reasonably practicable.

As employers we will

- Share expectation of responsibility for the environment to our employees and service providers.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.
- Ensure that sufficient resources are available to continually develop our employees understanding of environmental aspects, impacts and relevant techniques of monitoring and investigation are maintained to the highest standards required for the business needs.

Our employees will

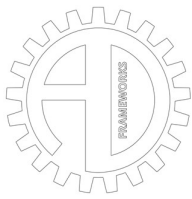
- Be familiar with the environment impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.
- Apply our knowledge to all the work we undertake whether it is for AD Frameworks or client organisations.

Our suppliers will

- Provide their own environmental policies to our organisation to demonstrate their commitment to their environment impact.
- Work in collaboration where possible to reduce the overall environmental impact of the supply chain.

As an Environmental Consultancy

- Support our clients in developing Environmentally Sustainable Policies, Procedures, Thinking and through the delivery of our Services better inform them of their environmental impact.
- Communicate this Environmental Policy to all stakeholders as well as make this policy available to the general public.



Environmental Policy Review & Responsibility

This Environmental Policy was adopted by the Director of AD Frameworks Ltd on 1st January 2023.

Implementation of this Environmental Policy is the direct responsibility of Adam Dickins and indirectly by employees and contractors working for AD Frameworks.

We will review this Environmental Policy annually updating relevant details as AD Frameworks services and standards respond to the current legislation, regulation and best practice.

A. Dickins

Adam Dickins
Director

1st January 2023