

**GBG**

**GBG Environmental  
Policy**



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Document Owner:	Annabelle Burton
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Version	Date	Reason for Change	Approved By
1.0	7/1/20	Update from previous	James Miller
2.0	9/2/22	Update branding and added carbon footprint	James Miller
3.0	21/3/23	Refocus following net zero ambition confirmed	James Miller
4.0	3/4/24	Change of ownership and annual update	Annabelle Burton

# Environmental Policy Overview

## Mission

GBG recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.

## Responsibility

The Chief Executive Officer is the executive responsible for ensuring that the environmental policy is implemented. The ESG Programme Manager and appointed Workplace Experience Team members in each location carry responsibility for policy implementation. However, all team members have a responsibility in their area to ensure that the aims and objectives of the policy are met.

## Policy aims, we commit to...

- Complying with all relevant regulatory and legislative requirements
- Measuring and taking action to reduce our GHG emissions in line with our net zero ambition
- Including environmental risks in our Group Risk Assessment Framework
- Minimizing the use of natural resources, such as water, and being conscious of our potential impact on biodiversity
- Minimizing waste through responsible purchasing and reusing and recycling, where possible
- Reducing the need for travel, promoting alternative options and restricting travel to necessary trips
- Reducing chemical use by being conscious of our choice of cleaning materials

## To achieve this, we will...

- Ensure that there is appropriate governance in place to enable us to achieve our environmental commitments
- Incorporate environmental factors, such as energy consumption or pollution, into business decisions
- Promote sustainable consumption, environmental awareness and waste management with our global team members

- Continually monitor and seek to improve our environmental performance through targets and objectives
- Consult with our stakeholders on environmental issues
- Externally report on our environmental performance, at least annually
- Seek to protect the environment, where possible
- Operate a cloud-first policy aimed at improving the energy efficiency of our activities
- Analyse approaches to continually improve our approach