

ENVIRONMENTAL POLICY

At Teneo Group, we are committed to achieving the highest standards of environmental sustainability in our workplace and we recognise our moral and legal responsibility to ensure that:

- Our activities, products and services are designed to enhance the environment in the communities in which we operate and do not place the local community or environment at risk of harm; and
- Our operations comply with all relevant legislation, regulations and other company specific requirements

AIMS AND OBJECTIVES

Teneo Group is committed to ongoing environmental improvement and prevention of pollution. We will work with our customers, suppliers and the community to adopt procedures that:

- Reduce waste through innovative work and recycling practices
- Minimise environmental impacts through a concerted reduction of pollution
- Minimise the impact of our operations on neighbouring communities
- Increase the use of environmentally acceptable materials, equipment and technology in place of those which are considered harmful
- Ensure that our suppliers follow acceptable environmental policies and procedures
- Promote environmental awareness to employees through education and training
- Establish and maintain a Management System modelled on the International Standards 14001:2015, 45001:2018 and 9001:2015.

FRAMEWORK AND RESPONSIBILITIES

Teneo Group recognise that the overall responsibility for achieving the highest standards of environmental sustainability rests with management and who are accountable for the implementation of this policy. The framework and resulting responsibilities include:

- Regular management review meetings to set and review measurable objectives and targets to ensure continued improvement aimed at the elimination of waste, pollution and environmental harm
- An audit schedule ensuring all environmental policies and procedures are implemented
- Encouraging consultation and co-operation between management, employees and stakeholders in matters which may affect or impact the environment
- Ensuring that all Environmental policies and procedures are documented, reviewed, implemented, maintained and communicated to all employees
- Providing adequate resources to meet these environmental commitments.

Employees also have responsibilities, which include:

- Following all environmental policies and procedures; and
- Recognising and reporting hazards which may affect the health and well-being of the environment
- Must not carry out any activity that causes or is likely to cause environmental harm, unless measures to prevent or minimise the harm have been taken



Mark Hughes

Managing Director, August 2025