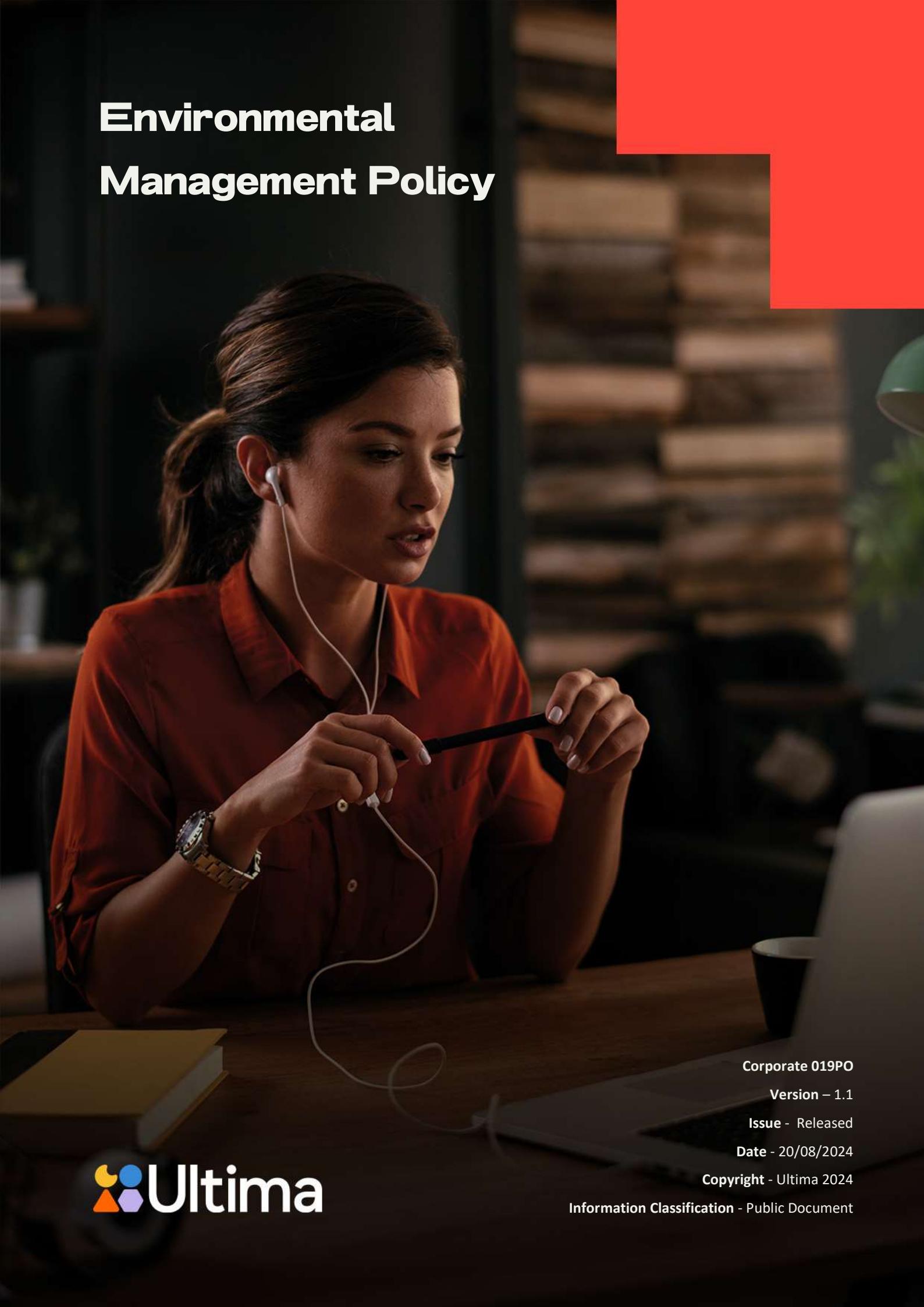


Environmental Management Policy



 **Ultima**

Corporate 019PO
Version - 1.1
Issue - Released
Date - 20/08/2024
Copyright - Ultima 2024
Information Classification - Public Document

1.0 Introduction

- a. Ultima Topco Limited and subsidiaries (together the "Ultima Group", "Ultima") shall meet its legal and regulatory obligations, pertaining to ethical business practices and the environment. We seek to proactively minimise the environmental impact of our business.
- b. Company policy and Environmental and Social Governance (ESG) controls enable Ultima to pursue economic growth in a way that maintains a strong sense of corporate responsibility and environmental management. Our approach also provides a direct benefit to our customers that outsource elements of their IT service requirements to us.

2.0 Our Commitment

- a. This Environmental Management Policy formalises our commitment to continual improvement, supporting the principles of sustainable development, in line with best practice and the 2015 Paris Agreement to limit global warming.
- b. Ultima recognises that an effective response to climate change will require a collaborative approach, informed by research initiatives aimed at enhancing understanding of the risks and opportunities of climate change on our business model and assessing the implications thereof.
- c. The Ultima Group commits to the following principles and practices:
 - i. Monitoring and managing our environmental performance and working towards our objectives and targets set to reduce carbon emissions and conserve resources.
 - ii. To measure, monitor and report our carbon footprint and to continuously work to reduce our emissions to be net-zero aligned. Ultima is committed to support the UK's transition to a net-zero economy by 2050. A copy of our Carbon Reduction Plan is on our website.
 - iii. To ensure our commitment to ISO 14001 reporting obligations.
 - iv. Complying with all relevant international, national and local environmental policy, practices, regulations, legislation and industry-specific best practices.
 - v. To promote energy efficiency with strategic energy management practices, applying renewable energy alternatives and other green technologies within our product development and in the procurement of goods and services wherever these alternatives are available, economical and suitable.
 - vi. Reducing the consumption of natural resources in daily operations, including water, paper and energy.
 - vii. To encourage a continuous improvement in energy conservation by employees, especially in respect of air conditioning, heating use and business travel.
 - viii. To increase employee awareness and training.
 - ix. Adhering to the waste hierarchy and maximising the recycling of resources; handling, storing and disposing of all waste safely and appropriately, and minimising waste sent to non-recyclable disposal sites.
 - x. Committing to promoting the circular economy in our business products and services.
 - xi. Encouraging suppliers to meet the highest standards of environmental performance during the supplier onboarding process.

3.0 To Meet Our Commitment

- a. Ultima Business Solutions Limited's' Board has overall responsibility for the effective operation of this policy. They have delegated responsibility for overseeing its implementation to the Compliance Team.
- b. Ultima will monitor key objectives and track KPIs against our published targets.
- c. Ultima shall train our top tier and management staff on the topics of Environmental Social Governance. We will raise awareness of environmental sustainability across our operations with themed events and online training.
- d. We are communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- e. We will review this policy annually and measure targets and performance as part of that review.
- f. Ultima will view any non-compliance to this policy and or any non-compliance with its obligations in terms of legislation in a serious light. Any action, deliberate or otherwise, by an employee to contravene the above policy could be subject to disciplinary action and/or termination of employment. All instances of non-compliance with this framework will be included within the regular risk reporting process.

Signature:



Executive Approval: Scott Dodds, CEO Ultima

Date: 20/08/2024

4.0 Document Control

4.1 Authority

Signatory	Name	Role	Organisation
Author	Gigi Cloete	Environment & Sustainability Lead	Ultima
Owner	Chris Cotterell	Compliance Manager	Ultima
Approver	Jenny Hall	Head of Legal & Compliance	Ultima

4.2 Identity

Issue Type	Released
Date Issued	20/08/2024
Title	Environmental Management Policy - Corporate 019PO

4.3 Revision History

Version	Date	Status	Comment
1.00	16/05/2023	Released	Initial publication
1.1	20/08/2024	Released	Change of Author, to the E&S Lead. Addition of para (f), section 3 relating non-compliance to Ultima's disciplinary process. Re-organisation of commitments. Approver and responsibilities reviewed following personnel changes.



© Ultima 2024. All Rights Reserved.
For more information on our services, visit ultima.com

Ultima Group
Gainsborough House
Manor Park, Basingstoke Road,
Reading, Berkshire, RG2 0NA