

RECONOMY GROUP ENVIRONMENT POLICY

Reconomy Group is an innovative, tech-led provider of circular economy-focused services, with the purpose of creating a truly sustainable world by conserving finite resources. Supporting businesses around the world to improve their Environment, Social and Governance (ESG) outcomes, the Reconomy Group delivers services through three main verticals – Recycle, Comply and Re-use.

Reconomy Group recognises its responsibility towards the protection of the environment, it is of the utmost interest to reduce the environmental impact of all our operations by reducing the direct impact of the services we deliver and by reducing the impact of our clients' activities.

We are also committed to the prevention of pollution and to the wider protection of the Environment through the way in which we provide services to our clients, our partnerships with suppliers and our own Environmental conduct. We set specific corporate objectives, constantly aiming to improve our performance. We believe in applying the same standards to our own office environments where we have set environmental objectives.

This policy outlines our commitment to preventing pollution and minimising the environmental impact of our operations. To ensure the effective management of activities with the potential to affect the environment, Reconomy Group will:

- Comply with, and where possible exceed, relevant environmental and operational legislation relating to the company's activities and their environmental aspects.
- Set up procedures to assess the environmental impact of our operations and develop programmes, that enable us to continually improve environmental performance, through using the best practical environmental options for established annual priorities.
- Regularly review our Environmental Aspects to identify potential environmental risks to our business. Our considerations will include pollution prevention, waste management (reduce, re-use, recycle strategies), natural and material resource consumption, and ensuring energy efficiency practices
- Develop and implement programmes to ensure environmental objectives and targets are achieved and providing the financial and physical resources required for their achievement, to reduce its environmental burden to as low as is reasonably achievable
- Prevent pollution through setting objectives and targets that focus on waste, energy consumption, raw material uses and transport.
- Commit to Continually improve and regularly review both environmental performance and effectiveness of the environmental management system.
- Inform and train our employees to consider the environmental issues associated with their role, assist them with their specific environmental responsibilities and encouraging them to participate in and contribute to environmental initiatives.
- Respond promptly and effectively to environmental incidents and implement appropriate corrective actions.
- Ensure that new processes, or change to existing operations, are assessed, and approved prior to introduction, taking into account any environmental effects and minimising their impact.

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- Review and renew this Environment Policy on an annual basis, to ensure that it remains properly aligned to the need to reduce waste and encourage the most effective utilisation of scarce resources. Responsibility for implementing this Environmental Policy Statement rests with the Directors. The management team endorses this policy and is fully committed to its implementation.
- Make this Policy available to all interested parties on our website, and to communicate this Policy to all employees
- Ensure openness of our environmental activities with stakeholders including employees, customers, partners, sub-contractors, regulators, and other interested parties.
- Assess the environmental performance of our supply chain
- Reduce our carbon footprint in line with our commitment to ISO14064-1 through a variety of low carbon initiatives
- The majority of Reconomy Group activities are located at office environments therefore water, material, land usage, land impact, pollution (air, chemicals, noise, smell and water) and biodiversity are not directly material. However, where operation environments differ this will be assessed, and we will carry out work with consideration for the local community and ecology to prevent pollution



Paul Cox

Chief Executive Officer, Reconomy Group

19th April 2022