



Environmental and Sustainability Policy

Our Ethos

Boden is committed to sustainable development and continual improvement as a guiding principle within our work. Concern for the environment, our employees, and the communities we serve is an integral and fundamental part of this commitment. The Boden will endeavour to embed environmental protection and sustainability into all parts of its business activities in line with the requirements of ISO14001:2015. The Objectives of the business are:

Our Objectives:

- To reduce the impact on the environment from our CO2e emissions continuously developing practical solutions and rolling out a robust Carbon Reduction Plan.
- Collaborate with customers to help achieve their and our environmental objectives and drive improvements.
- To develop the skills and experience of our employees.
- To limit the natural resources our business consumes. • To prevent pollution and ensure measures are implemented to protect and preserve biodiversity.
- To ensure suitable emergency response arrangements are in place to enable effective containment and incident management.
- To ensure environmental incidents and concerns are effectively investigated and identified controls expedited,
- Manage procurement with a view of life-cycle approach to embed carbon reduction and management in the start to finish of the process.
- To reduce the amount of waste we produce, reuse products and materials when possible, and recycle. • To Promote environmental awareness with our supply chain partners.
- To create opportunities for equality in recruitment and employment.
- To support our local communities through charitable donations, volunteering and creating employment opportunities.

Legal

Boden will fully comply with the duty of care placed upon it within the requirements of Statutory Legislation. As a matter of best practice, we will operate in line with the requirements and duties set out within approved guidance notes issued by the Environment Agency and other government departments.

Governance

The Directors have overall responsibility for all Environmental and sustainability matters and fully support the implementation of the policy. They undertake to provide employees with the necessary resources, equipment, information, instruction, and training to fulfil the requirements of this policy.

Management and supervisory staff are responsible for implementing the policy and manual which provides the detail of how Boden will achieve these aims.

Employees and sub-contractors are expected to co-operate and assist in implementing this policy and manual. They are expected to ensure their works are conducted as far as is reasonably practicable, without risk to themselves, others, or the environment. They are also expected to report any environmental incidents or concerns so they can be investigated.

Boden will take all practical steps to ensure that potential aspects and related impacts on the environment, sustainability and social values are identified. Boden group undertake to ensure that suitable and effective control measures are identified and implemented.

Reviews

The operation of this policy and the associated procedures will be reviewed annually or more frequently, if a significant incident or change is identified, to ensure that they remain current and applicable to the activities in all companies within Boden.



Andrew Beagley
Managing Director
Date: 10/03/2025

Document Owner	Document Approved by	Date of Approval	Date of Review
Gillian Huppler	Senior Leadership Team	10.03.2025	10.03.2026