

# 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 Group will endeavour to embed environmental protection and sustainability into all parts of its business activities in line with the requirements of ISO 14001:2015.

## Our Objectives are:

- To reduce the impact on the environment from our CO2 emissions continuously developing practical solutions and rolling out robust Carbon Reduction plan.
- Collaborate with customers to help achieve their and our environmental objectives and drive employees.
- 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 where 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 Group 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 agencies.

## 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 Group will achieve these aims.

Employees and sub-contractors are expected to cooperate and assist in implementing this policy and manual. They are expected to ensure their works are conducted as far as is reasonably practical, 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 Group will take all practical steps to ensure that potential aspects and related impacts on the environment, sustainability and social values are identified.

## Reviews

The operation of this policy and 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: 26/03/2026

