



Environmental Policy Statement

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It is the policy of Ethos Group Services Ltd (Ethos Group) to have its Environmental objectives at the core of everything we do, we strive to work with other organisations to achieve real results, only through cooperation with our customers and other similar-minded organisations can we make a genuine difference and ensure a sustainable future for our company, clients and all stakeholders.

Ethos Group will undertake to:

- Employ systems and procedures that ensure awareness and compliance with all applicable and relevant laws, regulations and other requirements relating to the environment.
- Set documented environmental objectives based on our significant environmental aspects, impacts, compliance obligations and consider our risks and opportunities.
- Reduce Scope 1 and 3 emissions by 42% by 2030 as near-term milestones.
- Provide appropriate training to enhance environmental warning throughout the business.
- Enhance the operational potential of existing equipment and develop and apply robust carbon-cutting strategies.
- Ensure where possible all goods and products are purchased from sustainable & ethical sources.
- Make efficient use of energy and water resources and reduce our carbon footprint.
- Implement vehicle trackers on all vehicles to reduce wasted journeys and lessen our impact on highly congested areas.
- Continue to increase our fully electric van fleet and only purchase and operate fuel-efficient vehicles, therefore, reducing our carbon footprint significantly.
- Source 80% of electricity from renewable sources by 2025 and 100% by 2030-
- Implement robust GHG monitoring, accounting, and reporting practices to track progress and drive improvement.
- Engage suppliers to promote sustainable procurement practices and reduce embedded emissions.
- Deploy building energy efficiency upgrades and expand on-site renewable energy installations.
- Support and educate employees to take part in low-impact commuting, energy-saving initiatives, and sustainable decision-making.
- Continually improve measurement and reporting of waste collected on behalf of all clients.
- Work with other service providers to extend the waste consolidation strategy across our portfolio.
- Ensure we integrate environmental and sustainability considerations into our business decisions.
- Maintain an Environmental Management System (EMS) in accordance with the requirements of ISO 14001:2015

Ethos Group are proud to be accredited Gold and Diamond ribbon member status with the 'Green Achiever Scheme' in recognition of our environmental, objectives achievements and procedures.

As an ISO 14001 accredited company, we identify all applicable laws and regulations to ensure that appropriate controls are in place to achieve compliance. This policy is reviewed annually or periodically if new opportunities to improve our Environmental performance arise.

