

# Cambio Ltd Environmental policy v9 2025

## Mission statement

Cambio Ltd recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.

## Responsibility

Dr Jonathan Dean, Chairman and Managing Director is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

## Policy aims

We endeavour to:

- Comply with or exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

## Paper

- We will minimise the use of paper in the office.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.

## Energy and water

- We will seek to reduce the amount of energy used as much as possible.
- We aim increase the proportion of renewable energy we use as far as possible – currently 92% of our electricity comes from renewable sources. We do not use gas or other fossil fuels.
- Lights and electrical equipment will be switched off when not in use.
- Heating will be adjusted with energy consumption in mind.
- The energy consumption and efficiency of new products will be taken into account when purchasing.
- We aim to reduce as much as possible the amount of water we use.
- We aim to limit the amount of waste water we produce.
- We aim to minimise pollution in our waste water as far as possible.

## Office supplies

- We will evaluate if the need can be met in another way.

- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.

### Transportation and packaging

- We will reduce the need to travel, restricting to necessity trips only.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles.
- All our polystyrene boxes have been re-used at least once. When they are no longer fit for re-use as boxes, they will be re-used as packaging.
- We will use recyclable or reusable packaging in our parcels.
- We will consolidate deliveries where possible to reduce emissions.

### Maintenance and cleaning

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of waste.

### Monitoring and improvement

- We will comply with or exceed all relevant regulatory requirements.
- We will continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.
- We will increase employee awareness through training.
- We will review this policy and any related business issues on a regular basis.

### Culture

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental advice.
- Where possible we will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 and help the community.

Signed [Electronic Signature]

Position Dr Jonathan Dean, Managing Director

Date 15<sup>th</sup> April 2025