

Environment Policy

APEM Group acknowledges its responsibility to undertake our activities sustainably and aims to promote the protection and enhancement of the environment through scientific integrity.

APEM Group is committed to managing our activities to reduce our carbon emissions, promote environmental sustainability and conserve and enhance natural resources. The management of environmental issues including carbon management is assisted by an Environmental Management System.

To achieve our environmental objectives the Group Board requires all Divisions within the APEM Group to have in place the necessary arrangements to comply with this policy and its aims, to:

- Reduce any significant environmental impacts associated with our activities.
- Strive for sustained continuous improvement in our environmental performance.
- Comply with applicable environmental legislation and regulatory requirements.
- Support local economies and provide greater societal and community engagement through education and raising awareness of issues such as water resources, ecology, and conservation.
- Support and encourage activities that promote sustainable business practices and environmental protection and integrate good carbon management into the company's operations and culture.
- Aim for a year-on-year reduction in greenhouse gas emissions per capita and publish carbon reduction progress and performance annually in our Environment Report.

APEM Group is committed to continuous improvement in the management of environment matters and ensuring each of our Divisions can fulfil their duties in order to comply with this policy.

It is the responsibility of all APEM Group employees to comply with this policy and to report environmental concerns promptly and accurately. APEM Group prohibits any form of retaliation for the reporting of such matters.

APEM Group has in place a Health, Safety, Environment and Quality (HSEQ) Team to support the implementation of this policy, through the provision of support and advice to our employees and the implementation of our Environmental Management System.

All staff will be made aware of this statement as part of their induction on appointment and subsequent on-going training. The Policy is communicated and published on the company website for all interested parties.



Dr Adrian Williams (APEM Group CEO)

| Version | Active date | Approved by | Comments |
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| 1 | 06/09/2022 | APEM Group CEO | |