

ENVIRONMENTAL POLICY STATEMENT

Acivico Group is the parent company to three trading entities: Acivico Building Consultancy Limited, Acivico Design, Construction and Facilities Management Limited, and Acivico Traded Services Limited. These offer a wide range of ethical built environment advisory services to the public and private sectors and include strategy, design, technical advisory, cost consultancy, project management, sustainability, facilities management, energy management, building control and surveying.

Building for Good: We use our expertise to promote public wellbeing and sustainable development.

Acivico Limited is committed to limiting the environmental impacts from business operations and improving environmental performance as part of our wider commitment to look after the planet, protect the environment, prevent pollution, promote sustainability, and uphold social responsibility.

Through implementation of this Policy, the Acivico Group will seek to:

1. Maintain, audit, review and continually improve an Environmental Management System to meet the requirements of **ISO 14001:2015**.
2. Comply with all applicable environmental legislation, regulation, and other compliance obligations in all of our business activities.
3. Implement effective waste minimisation awareness communications to promote reduction, reuse, and recycling of materials.
4. Work collaboratively with our serviced office provider and raise awareness with employees in order that we use energy and water responsibly.
5. Source goods and services from responsible suppliers with emphasis on recycled, or sustainable products, and ensure our supply chain partners are delivering their commitments in line with their environmental policies.
6. Engage our clients during project development phases to encourage the inclusion of technology that will reduce impact on the environment.
7. Provide all employees with the knowledge and tools needed to meet the goals of this policy and to actively participate in efforts to prevent negative environmental impacts.
8. Carry out business activities with respect and care for the environment, our neighbours and to build good relationships with local communities.
9. Provide employees with environmental training and information to develop environmental awareness in order to encourage their engagement in identifying and participating in company sustainability initiatives.
10. Set environmental objectives and targets and monitor progress towards meeting them.
11. The Acivico Board, Group Leadership and Management Teams ensure adequate resources are both provided and effectively managed to support these objectives.
12. The Acivico Board, Group Leadership and Management Teams strive to continually improve services, processes, and systems by setting improvement objectives that are:
 - a. consistent with this Policy,
 - b. measurable,
 - c. regularly reviewed for continued suitability,
 - d. communicated - in an understandable format- to all employees.
13. All information needed to operate the environmental management system and ensure legislation compliance is provided to employees by their line manager. All employees have access to the documented environmental management system. All employees have a responsibility to comply with the environmental management system.
14. The Group Leadership Team have ultimate responsibility for environmental performance and regularly review this policy – and the environmental management system - for continuing suitability. They are supported in this by the Management Teams and the SHEQ Manager. Any changes to the environmental management system are communicated to the employees affected. Any changes to this environmental policy are communicated to all employees.
15. The policy and objectives are compatible with the strategic priorities agreed in the Group Corporate Plan 2024-30.



Marina Robertson
Group Managing Director
Signed on behalf of Acivico Group