

## Silcoms II Ltd. Environmental Policy

### 1. Purpose:

The organisation is committed to minimising its environmental impact while conducting its business activities. This policy outlines our commitment to environmental sustainability, compliance with applicable regulations, customers, and continuous improvement in our environmental management practices in accordance with ISO 14001 standards.

### 2. Scope:

This policy applies to all employees, operations, and activities undertaken, as well as any stakeholders involved in our supply chain.

### 3. Commitment:

We are dedicated to:

- Complying with all relevant environmental laws, regulations, and other requirements.
- Preventing pollution and reducing waste through sustainable practices.
- Promoting the efficient use of resources, including energy, water, and raw materials.
- Enhancing our environmental performance by setting measurable objectives and targets.
- Providing training and resources to our employees to promote environmental awareness and responsibility.
- Engaging with our suppliers and partners to foster sustainable practices throughout our supply chain.
- Communicating our environmental policy to all stakeholders and making it accessible to the public.
- Continuously work towards reducing our carbon footprint, including within our supply chain.

### 4. Objectives

To achieve our commitment, we will:

- Regularly assess our environmental impacts and identify areas for improvement.
- Implement programs for waste reduction, recycling, and responsible disposal of materials.
- Encourage the use of environmentally friendly technologies and practices in our operations.
- Monitor and report on our environmental performance to ensure accountability and transparency.
- Review and update this policy periodically to reflect changes in our operations and improvements in environmental management practices.

### 5. Responsibilities

The leadership team are responsible for ensuring that this policy is implemented and adhered to across all levels of the organisation. All employees are expected to take responsibility for their actions and contribute to our environmental goals. We are to embrace a continuous improvement mindset, utilising the 'PDCA' cycle in all that we do.

### 6. Review

This Environmental Policy will be reviewed as per the management review process, or as necessary, to ensure its continued relevance and effectiveness.

### 7. Communication

This policy will be communicated to all employees, contractors, and stakeholders and will be made publicly available on our website.

**Effective Date:** 06<sup>th</sup> March 2026

**Signed:**



Andy Sharples

General Manager



Paul White

Group Chief Financial Officer