

## PURPOSE

I-Cubed Group Ltd recognises the impact that its operations may have on the environment and is committed to continuous improvement in its environmental performance. This policy sets out our approach to managing our environmental responsibilities in accordance with UK environmental laws and best practices.

## SCOPE

This policy applies to all operations, employees, contractors, and third-party suppliers working on behalf of I-Cubed Group Ltd. It encompasses all aspects of our business, including office activities, product development, supply chain management, and waste disposal.

This policy will be shared with everyone and adherence and compliance will be monitored by our Chief Executive Team and will be reviewed on an annual basis or as needed in line with changes to legislation or business process.

## ENVIRONMENTAL OBJECTIVES

I-Cubed Group Ltd aims to:

- Comply with all applicable environmental laws and regulations, including the UK Environmental Protection Act 1990, Climate Change Act 2008, and any other relevant legislation.
- Minimise waste through reduction, reuse, and recycling initiatives.
- Reduce energy consumption and improve energy efficiency across our operations.
- Prevent pollution by minimising harmful emissions and discharges.
- Promote sustainable resource use, including raw materials, water, and energy.
- Engage stakeholders (employees, customers, suppliers) in understanding and supporting environmental sustainability.

## LEGAL COMPLIANCE

We are committed to complying with all relevant environmental regulations and legislation in the UK, including:

- Environmental Protection Act 1990: Managing waste and controlling pollution.
- Climate Change Act 2008: Reducing carbon emissions.
- Waste (England and Wales) Regulations 2011: Promoting the waste hierarchy (prevention, reuse, recycling, recovery, disposal).
- The Clean Air Act 1993: Ensuring that emissions from industrial activities meet legal standards.

## KEY COMMITMENTS

### Energy Efficiency and Carbon Reduction

We are committed to reducing our carbon footprint by:

- Implementing energy-saving measures in our offices and operations.

- Using renewable energy sources where feasible.
- Encouraging staff to adopt energy-efficient practices (e.g., turning off lights, reducing unnecessary travel).

### **Waste Management**

We aim to manage waste responsibly by:

- Reducing overall waste generation.
- Recycling paper, plastics, electronics, and other materials wherever possible.
- Properly disposing of hazardous waste in accordance with legal requirements.

### **Water Conservation**

We will minimise water use and prevent water pollution by:

- Monitoring water usage in our operations.
- Promoting water-saving technologies and practices.

### **Sustainable Sourcing**

Where possible, we will source materials and products from suppliers who share our commitment to sustainability. This includes:

- Using environmentally responsible materials.
- Selecting suppliers based on their environmental credentials and certifications (e.g., ISO 14001).

### **Pollution Prevention**

We will take steps to reduce pollution by:

- Controlling emissions to air, land, and water from our operations.
- Using low-emission vehicles where possible.
- Reducing noise pollution.

### **Employee Engagement and Training**

We will provide employees with:

- Regular training on environmental best practices.
- Guidance on how they can contribute to reducing the environmental impact of their activities.
- Clear procedures for managing environmental risks and incidents.

### **Monitoring and Continuous Improvement**

We are committed to continually improving our environmental performance by:

- Setting measurable environmental targets and regularly reviewing our progress.
- Conducting internal audits to monitor compliance with this policy.
- Reviewing and updating this policy annually to reflect changes in legislation, technology, and best practices.

### **Sustainable Travel and Transport**

To reduce the environmental impact of transport, we will:

- Encourage staff to use public transport, cycle, or car-share where feasible.
- Promote the use of electric or hybrid vehicles within our company fleet.
- Minimise the need for business travel by using virtual meeting technology when appropriate.

### **Stakeholder Involvement**

We recognise the importance of working with our stakeholders to achieve our environmental goals. We will:

- Engage with suppliers, customers, and the local community to encourage sustainable practices.

- Communicate our environmental performance openly and transparently.

### **Biodiversity and Conservation**

We will take steps to preserve biodiversity and minimise our impact on natural habitats by:

- Supporting conservation initiatives in areas where we operate.
- Ensuring that our operations do not harm protected species or habitats.

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### **COMMUNICATION OF POLICY**

This policy will be communicated to all employees and made available to the public through our website and other appropriate channels. We encourage all stakeholders to support our commitment to environmental sustainability.

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### **RESPONSIBILITY**

The implementation and monitoring of this policy are the responsibility of the Chief Executive team who will ensure that environmental objectives are met and that all employees adhere to this policy.

Signed:

Name:

Position:

Date: