

## Comms-care Group Ltd – Sustainability Policy

### Our aim

Comms-care is fully committed to implementing environmentally responsible practices across all levels of our business. We commit to minimising our environmental impact both directly through our operations and indirectly through our areas of influence and aim to exceed our goals for a more sustainable future.

Comms-care understands the need for sustainable development within our business and supply chain in order to meet our customers current needs without compromising the needs of future generations. Comms-care's practices are designed to create value in both the short and long term, maximising positive impacts and minimising eventual negative impacts on society and the environment throughout all our value chain through ethical and transparent conduct.

### Our goals

Comms-care's goals for our scope 1 & 2 emissions are:

- To produce zero waste to landfill from our facility by 2025
- To be zero waste in our facility by 2030
- To be carbon neutral by 2030

To aid with our goals, Comms-care's Environmental objectives are:

- Reduce CO2 emissions
- Reduce business mileage
- Reduce energy usage
- Reduce waste

### Our commitments

Comms-care is committed to encouraging best practices in sustainability and to regularly review our performance.

Our values ensure we are a good corporate citizen and strive to:

- Protect human rights, the environment, health and safety
- Show effective energy management and pro-actively fight against climate change
- Develop and implement efficient use of resources,
- Drive diversity, equal opportunities, tax responsibility
- Encourage the prevention of illegal behaviour and encourage the fight against corruption.

#### Head office

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Company Reg No. 4580474 Registered in England and Wales

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- To ensure compliance to our commitments, Comms-care shall:
- Strive to constantly improve health and safety within the workplace and have a vision of zero workplace accidents
- Be an inclusive employer that advocates diversity and enables our employees to achieve their full potential
- Assess the environmental impact of our service portfolio within its various stages and include our suppliers and customers in this process
- Promote the responsible sourcing of minerals in our supply chain
- Promote the use of appropriate and recognised standards for environmental management throughout our supply chain
- Strongly support the eradication of slavery and human trafficking within our supply chain
- Continuously review and challenge our environmental targets and objectives in order to reduce our environmental and climate impact

It is the responsibility of all Comms-care team members to drive forward and comply with our Sustainability policy.

**Alex Wilmot**

Managing Director on behalf of Comms-Care Senior Leadership Team

**Last Reviewed Date:** June 2022