


Document Title:	Group Environmental Policy	
Document Number:	LGL-GEN-ENV-01	
Prepared by:	Gregory Fenton	
Approved by:	Jonathan Finch Dick	
Date Approved:	01 June 2024	
Review Date:	01 May 2027	

## GROUP ENVIRONMENTAL POLICY

### 1. POLICY STATEMENT

- 1.1. The Lucy group entities ("**Group**" or "**Group Entity**") are committed to ensuring the Group's growth, development, and success are closely aligned with strong environmental management practices. As a responsible business, the Group recognises that its duty extends beyond its shareholders to its stakeholders, clients, employees, and the environment. To this end, the Group strives to provide sustainable products and services that are mindful of the environment.

### 2. PURPOSE

- 2.1. The Group acknowledges that it has a significant role in mitigating its operations' impact on the environment. As such, the Group has taken proactive steps to improve its environmental performance by setting defined objectives and targets. Through continuous monitoring and review, the Group aims to minimise its carbon footprint, reduce waste, and limit its impact on natural resources. In pursuit of these goals, the Group is committed to promoting environmentally friendly practices among its employees, clients, and suppliers. The Group also encourages adopting sustainable practices and technologies throughout its value chain and works collaboratively with stakeholders to drive meaningful change.
- 2.2. The Group believes a strong commitment to environmental management is essential to achieving sustainable growth and success. By embracing this responsibility and taking action to minimise its environmental impact, the Group seeks to set an example for others to follow and create a positive future for all.

### 3. SCOPE

- 3.1. This Policy applies to all individuals in the Group working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, apprentices, trainees, seconded staff, homeworkers, casual workers and agency staff, volunteers, interns, or our agents, distributors, representatives or any other person working with us, wherever located ("**Workers**").
- 3.2. Compliance with this Policy is mandatory. Any Worker who knowingly fails to comply with the requirements of this Policy, including its appendices will be the subject of disciplinary proceedings, which may result in summary dismissal. Such behaviour may also be reported to the relevant authorities.
- 3.3. If you have any questions on this Policy, please contact your line manager or Group Health, Safety and Sustainability.

### 4. POLICY PRINCIPLES

#### 4.1. Compliance with Applicable Laws and Regulations:

The Group complies with all applicable local, national, and international laws and regulations. We continuously monitor and assess our environmental performance to ensure strict compliance with these legal standards. This commitment underscores our proactive approach to corporate responsibility and recognises the crucial role of legal standards in safeguarding the environment.

#### 4.2. Waste & Resource Management:

The Group understands the significance of preventing pollution and preserving natural resources and is fully committed to achieving these goals. The Group has implemented waste management plans that identify opportunities to remove, reduce, reuse, and recycle potential waste. By adopting sustainable practices, we not only minimise our environmental impact but also promote a better future for our planet. Through ongoing improvement, we will continue to explore new and innovative ways to reduce waste and conserve natural resources in all aspects of our business.

#### 4.3. **Stakeholder Engagement:**

Through engagement with our stakeholders, including Workers, customers, suppliers, and the wider community, we aim to promote awareness of and support to responsible environmental practices. Our approach focuses on communication and collaboration to establish a shared understanding of the importance of environmental sustainability. Through these efforts, we aim to make a meaningful impact beyond our organisation, contributing to a more sustainable and environmentally conscious future.

#### 4.4. **Emissions Reduction:**

The Group measures emissions in line with the Green House Gas Protocol and ISO 14064-1 and has established targets to support driving reductions in our carbon footprint, energy consumption, and greenhouse gas emissions to achieve Net Zero by 2050 and transition towards a low-carbon future.

#### 4.5. **Promotion of Sustainable Products and Services:**

The Group ensures that all products - designed, manufactured, built, or distributed, comply with relevant environmental laws and regulations. Using developing technologies and materials, we aim to reduce the environmental impact of our products.

#### 4.6. **Continuous Improvement:**

The Group is committed to continuously improving our environmental performance by setting objectives and targets to reduce our impacts and will regularly monitor and assess progress towards these goals.

#### 4.7. **Environmental Training and Awareness:**

Senior management ensures that all Workers are aware of our environmental policy and understand their role in achieving our environmental objectives. The Group ensures competence through education, training, and awareness at all levels of the Group, creating an understanding of individual responsibilities which enables Workers to promote sustainable practices and encourages their contribution to the success of our environmental program.

#### 4.8. **Communication:**

The Group will communicate our environmental policy, performance and all relevant environmental information with employees and stakeholders on a regular basis through available media sources, including, but not limited to, publications, newsletters, group meetings, intranet, and Group website.

#### 4.9. **Responsibilities:**

The Executive Director of Lucy Group Ltd has overall responsibility for this Policy, ensuring it is adhered to by all Workers, managing associated risks, and establishing a strong control and assurance framework. The Group's Sustainability initiatives incorporate environmental performance targets, which will be regularly reported to the Board to demonstrate these efforts.

By adopting a collaborative and transparent approach, the Group aims to promote best practices that reduce environmental impact, creating a more sustainable future for all.

Signed:



Date:

18 June 2024

**Richard Dick**  
**Chairman**  
**Lucy Group**