

Environmental Policy Statement

Strategy

evo Group and each company within it is committed to annually improve and promote sound environmental practices. We are aware that many natural resources are finite and that as a multi-channel distributor of workplace supplies and services, we are responsible for numerous direct and indirect impacts on the environment over which we can exert varying levels of control. Through review and development of our environmental and quality management systems, we continue to embed environmental protection as a strategic business issue around which our operations, services and supplies must align to support business growth.

- **Legislation & Compliance**

evo Group commits to fulfil applicable compliance obligations through use of a legislative register service that informs decisions, procedures and practices and is audited regularly to ensure it remains on track. We monitor forthcoming legislation to ensure that evo businesses and those with whom we trade can be confident in our approach to compliance matters.

- **Training & Awareness**

It is our aim to develop our employees' awareness of the environmental policy through induction, training and regular communication so that it is understood, implemented, and maintained in each group company at all levels.

We commit to ensuring that all employees are aware of the potential environmental impacts of their activities and the environmental benefits of improved performance through the setting and communicating of appropriate targets and objectives.

In addition, we will continue to raise the levels of environmental awareness throughout the organisation and to promote this awareness to customers and suppliers.

- **Environmental protection & prevention of pollution**

We commit to protecting the environment and preventing pollution by operating in a responsible manner and reporting on the monitoring of performance targets annually.

- **Resource**

Resources will be allocated as necessary to ensure continued compliance with all environmental objectives and targets and these will be reviewed as appropriate in line with our commitment to continuous improvement of the environmental management system.

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Statement of Intent:

Each evo Group company will operate with the following key environmental objectives:

To calculate annually and target reductions of carbon emissions and greenhouse gases

- arising directly in Scope 1 & 2 from operations, through use of energy and gas in our buildings and fuel from our Truline delivery fleet.
- arising indirectly in Scope 3 from our operations and the provision of business supplies and services through key categories including but not limited to business travel, commuting, waste, upstream transportation, purchased goods and services, and water.

To monitor, manage and wherever possible reduce waste arising within our organisation maintaining a zero waste to landfill approach in our operations:

- through application of the waste hierarchy
- through regular reviews of waste streams to ensure recycling is maximised and general waste is minimised including:
 - working upstream with suppliers to reduce/reuse transport packaging where possible
 - working cross-functionally to identify and eliminate wastes arising
 - sourcing waste contractors who can assist in increasing recycling rates
 - educating employees on the need to segregate wastes
 - reusing materials wherever possible
 - ensuring any hazardous wastes arising from damaged/returned/end of life product such as Waste Electrical and Electronic Equipment (WEEE), batteries or cleaning products is minimised and disposed of correctly
 - diverting usable end of life product to charitable or other causes

To monitor the use of water consumption on our sites to ensure usage remains at a consistent and low level.

To prevent air, water, ground pollution and accident, mitigating potential risks of harm to employees, customers and the environment through

- safe storage and packaging of goods
- establishment of emergency procedures and training
- transporting and delivering goods in as fuel efficient a manner as possible, through our optimised fleet of vehicles, route planning and monitoring tools.



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To locate and manage our operational sites in such a way as to minimise noise, light pollution and potential impacts to biodiversity. **In addition, to find ways to boost biodiversity at our sites.**

To source and promote supplies, services and suppliers that have environmental credentials and accreditations wherever possible.

To carry out regular audits to ensure effective implementation of our Environmental Policy to help improve our environmental performance.

To continually improve our Environmental Management System to enhance environmental performance

Responsibilities:

This policy, its review and application is the responsibility of evo Group Senior Management, Operational Management within the evo business and all employees.

A handwritten signature in black ink, appearing to read 'Andrew Gale'.

Andrew Gale, EVO CEO

Policy Issued: 1st December 2025

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