

Environmental Management Policy

Version 2.2

Updated By	Chris Hanson – ISO Compliance Manager
Changes in this Version	Added section covering conferences and events
Approved By	Ruth Abdey – Chief People Officer
Date of Approval	Approved 14/04/2026
Next Review	September 2026

Environmental Management Policy

Environmental Impact & Management

Wilmington plc is dedicated to environmentally responsible operations as part of our commitment to protecting the environment for our people, partners and local communities to prosper. To achieve this, we are committed to:

- Focusing on transitioning to sustainable materials and methodologies to reduce the impact of our resource use and emissions from our offices and prevent pollution
- Playing an active role in the global effort to address climate change by reducing our carbon footprint and setting targets to become a net zero carbon business
- Fulfilling our compliance obligations
- Continually reviewing and improving our environmental management system

We will set and review environmental objectives on an annual basis at the start of every financial year, taking into account relevant external and internal issues, as well as the results of our annual energy and carbon reporting. Objectives will be reviewed at each management review.

This policy will be communicated to all members of staff at induction and will be made available to interested parties upon request. Updates to the policy will be communicated via the Compliance Hub.

Responsible Resource Use and Effective Working Practice

Our ambition to be an environmentally responsible business is reflected in the following key areas:

- **Working environments:** we work closely with our office partners to ensure that we are doing as much as possible to limit the impact of our offices on the environment. This work includes a focus on renewable energy supplies, efficient use of utilities, reducing waste and managing waste disposal effectively.
- **Travel policy:** our travel policy is designed to encourage the use of the lowest impact modes of transport and significantly restricts the use of high impact options such as flights or business class travel.
- **Education and awareness:** we encourage our employees to act in an environmentally responsible way as they fulfil their roles, and we invite them to challenge us where they want better support to do this.

- **Resource management, including:**
 - Paper usage
 - Source: a chain of custody certified suppliers to ensure only sustainable raw materials are used in production.
 - Production: at mills with ISO 14001 accreditation and Environmental Management System ('EMS') registration.
 - Printer supplier standards: major print suppliers are ISO 14001 certified or work to this as minimum. The Forest Stewardship Council is recommended for the Endorsement of Forest Certification. All our printers work digitally facilitating reduced transport, courier and energy utilising activities.
 - Packaging: Recyclable polythene with a thickness of 25 microns, or exo-biodegradable and potato starch forms of polythene.
 - Waste disposal
 - IT waste is managed by an ISO 9001:2015 and ISO 14001:2015 certified, WEEE-compliant recycling partner.
 - Redundant PPE is recycled or repurposed
 - Office sites provide recycling units for waste, with supporting guidelines to promote workforce compliance.

Conferences and Events

Conferences, exhibitions and events can generate significant environmental impact through travel, waste and resource use. When organising or hosting events, we are committed to:

- **Waste and catering:** working with venues and caterers to reduce food waste, eliminate single-use plastics and ensure adequate facilities for recycling are available throughout the event.
- **Transport accessibility:** selecting venues with strong public transport links to reduce the need for car travel, and providing attendees with information on sustainable travel options as part of event communications.
- **Venue sustainability:** giving preference to venues that hold recognised environmental accreditations or can demonstrate credible sustainability policies, including responsible energy use, waste management and supply chain practices.
- **Materials and collateral:** minimising printed materials and physical collateral by favouring digital alternatives wherever possible. Where print is necessary, it should meet the sustainable sourcing standards set out in our resource management guidelines.

Energy and Carbon Reporting

We monitor and report energy use and GHG emissions in line with the Streamlined Energy and Carbon Reporting ('SECR') legislation and include an assessment of Scope 1,2 & 3 emissions.

Energy use and GHG emissions are assessed following the ISO 14064-1:2018 standard and using the 2021 emission conversion factors published by the Department for Environment, Food and Rural Affairs ('Defra') and the Department for Business, Energy Industrial Strategy ('BEIS').