



Environmental Policy

Sycous are committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimises our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental best practices in all we do. This policy applies to all Sycous premises and working locations.

Sycous will as far as reasonably practicable:

- We will work against our ISO14001 certified management system,
- Integrate the consideration of environmental concerns and impacts into all our decision making and activities,
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner,
- Educate and inform our employees about environmental issues that may affect their work and including those working from home or elsewhere,
- Reduce waste through re-use and recycling where economical and appropriate,
- Responsibly dispose of all waste generated from our activities and encourage and support all employees to follow responsible disposal,
- Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials, and other resources, particularly those that are non-renewable,
- Purchase products and services in line with our Ethical and Sustainable Procurement Policy,
- Communicate our environmental commitment to clients, customers and the public and encourage them to support it in every possible way,
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy considering our current and planned future activities,

Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

A handwritten signature in black ink that reads "M. T. Hall".

Matthew Hall (Responsible Director)

Date

20th July 2026



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