

Sustainability and Environmental Policy

Enventure Research is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to our company's professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities, to help our clients and partners to do the same and offset our carbon emissions generated through our work related activities.

Our Sustainability and Environmental Policy is based upon the following principles:

- To comply with and exceed, where practicable, all applicable legislation, regulation and codes of practice
- To integrate sustainability and environmental considerations into all our business decisions
- To ensure that all staff are fully aware of our Sustainability and Environmental Policy and are committed to implementing and improving it
- To minimise the impact on sustainability of all office, transportation and business related activities
- To make our clients, suppliers and partners aware of our Sustainability and Environmental Policy and encourage them to adopt sound sustainable and environmental protection management practices
- To review and to strive to improve our sustainability and environmental protection performance

At Enventure we recognise that although a significant element of our business focuses on delivering environmentally related projects, all our day-to-day activities have the potential to cause environmental harm and contribute to depleting the world's supply of natural resources for future generations.

We accept that we have a social and moral obligation to ensure we have environmentally friendly controls and measure in place, to minimise the effect of our business operations on the environment, and we firmly believe in executing a programme of continuous improvements. As such, in conducting our business we will endeavour to:

- Maintain an Environmental Management System which is reviewed and improved on a quarterly basis
- Comply with current legislation and regulations and seek to meet future legislative and regulatory requirements
- Measure and monitor on a continual basis the environmental impact of all our operations, and strive to continually improve all aspects of our environmental performance
- Strive to adopt the highest possible environmental standards in all areas of our operations, and exceed all the requirements of relevant environmental legislation and codes of practice
- Seek to minimise the environmental implications of the guidance and consultancy advice provided to our clients



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Company registration no. 4693096, VAT no. 816927894

- Aim to make the most efficient use of all materials, supplies, water and energy and adopt a sustainable procurement policy
- Aim to minimise waste and emissions produced in all areas of our organisation
- Adopt an environmentally sound transport strategy
- Expect similar environmental standards to our own from suppliers, partners and other third parties involved with our business
- Display this environmental policy on company premises
- Raise and ensure awareness of environmental issues and motivate staff to contribute towards environmental improvement both at work and in their own time to ensure they comply with legislation
- Include environmental training as part of the company induction process to educate new staff
- Aim to include environmental and ethical considerations in any investment decisions
- Engage publicly with our stakeholders with regards our environmental performance as part of a two way communication process
- Provide appropriate instruction and training to all employees to ensure they are able to contribute towards the achievement of these environmental goals
- Make this environmental policy available on our company website for public consumption as required by ISO 14001.

In order to achieve effective business operations with minimal environmental impact, we place great emphasis on constantly informing and motivating our colleagues, and on enhancing environmental awareness.

Sustainability and Environmental Goals

Enventure seeks excellence in all aspects of the business and is committed to reducing the environmental impact of our business operations. As an integrated part of our business operations, procedures and decision making process, we consider environmental options and adopt greener, more environmentally friendly alternatives where possible.

At Enventure we set environmental goals and strive to exceed these at every opportunity. As part of the everyday activities and commitment to the environment we:

- Operate a reuse paper scheme for scrap/note paper to be used in the workplace.
- Operate a recycling scheme for waste materials.
- Use public transport to attend business meetings and discussion via telephone conferences to reduce emissions and the company's carbon footprint, where and when feasible.
- Have implemented and operate a car share scheme to and from the office, business meetings and conferences to reduce emissions, transport costs, congestion whilst minimising the carbon footprint of individuals and the company.



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- Work in a modern office block which is a sustainably designed building to minimise the impact on the environment.
- Work in partnership with office building manager to ensure sustainable decisions are made which impact on our office, including purchasing of energy from green suppliers, purchasing energy efficient light bulbs, expansion of the range of materials recycled and designing of posters to encourage green decisions around the building.
- Use a printer which allows duplex printing to reduce the paper consumption.
- Committed to replacing all electronic equipment with more environmentally friendly options when appropriate
- Use of handheld wireless tablet computers for face-to-face interviewing rather than pen and paper. This is an environmental-friendly solution to rerecording and submitting data, reducing the need for paper and saving natural resources.
- Monitor and aim to reduce paper usage year on year
- Set printer default settings to eco friendly mode to minimise the printer ink consumption
- Participate and actively encourage other local businesses to take part in Environment Day activities and other green/environmentally friendly activities for the benefit of the environment.
- Buy 100% recycled paper that is produced from forests managed sustainably to save primary natural resources
- Buy refill products where possible to minimise the waste produced
- Operate a 'say no to plastic bags' scheme in the office
- Purchase products from environmentally friendly suppliers
- Support a carbon offsetting project to compensate for the carbon emissions produced as a result of the business operations and functions
- Include the 'think before you print' phrase as part of employees standard email signature to encourage recipients to consider whether printing is necessary
- Remind employees about the small environmental actions and steps they can undertake that contribute to making a difference to the environment
- Encourage employees to make small environmental changes such as turning off monitors, photocopiers and other electronic equipment to benefit the environment

A handwritten signature in black ink, appearing to read "Mark Robinson".

Mark Robinson
Managing Director
26 January 2024



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