

# Environmental Management Policy



## 1.0 Introduction

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- a. Ultima Topco Limited and subsidiaries (together the “Ultima Group”, “Ultima”) meet its lawful and regulatory obligations, seeking excellence in minimising the environmental impact of our business.
- b. Company policy and Environmental and Social Governance (ESG) controls enable Ultima to pursue economic growth in a way that maintains a strong sense of corporate responsibility and environmental management. Our approach also provides a direct benefit to our customers that outsource elements of their IT service requirements to us.

## 2.0 Our Commitment

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- a. This Environmental Management Policy formalises our commitment to continual improvement, supporting the principles of sustainable development, in line with best practice and the 2015 Paris Agreement to limit global warming.
- b. The Ultima Group commits to the following principles and practices:
  - i. Monitoring and managing our environmental performance and working towards targets set to reduce carbon emissions.
  - ii. To measure and monitor our carbon footprint and to continuously reduce our emissions to being net-zero aligned. Ultima is committed to support the UK’s transition to a net-zero economy by 2050. A copy of our Carbon Reduction Plan is on our website.
  - iii. To promote energy efficiency with strategic energy management practices and consider energy efficiency as a factor in our product development and in the procurement of goods and services.
  - iv. To encourage a continuous improvement in energy conservation by employees, especially in respect of air conditioning, heating use and business travel.
  - v. Complying with all relevant international, national and local environmental policy, practices, regulations, legislation and industry-specific best practices.
  - vi. Reducing the consumption of natural resources in daily operations, including water, paper and energy.
  - vii. Adhering to the waste hierarchy and maximising the recycling of resources; disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.
  - viii. Committing to promoting the circular economy in our business products and services.
  - ix. Encouraging suppliers to meet the highest standards of environmental performance during onboarding.

## 3.0 To Meet Our Commitment

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- a. Ultima Business Solution’s Chief Finance Officer (“CFO”) has overall responsibility for the effective operation of this policy. They have delegated responsibility for overseeing its implementation to the Head of ESG and the Compliance Team, who report to the Board on a monthly basis.
- b. We will monitor key objectives and track KPIs against our published targets.

- c. We train our top tier and management staff on the topics of Environmental Social Governance and environmental sustainability. We raise awareness of environmental sustainability across our operations with themed events and online training.
- d. We are communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- e. We will review this policy annually and measure targets and performance as part of that review.

**Signature:**



**Executive Approval: Tamsin Ashmore, CFO Ultima**

**Date: 16/05/2023**

**4.0 Document Control**

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**4.1 Authority**

Signatory	Name	Role	Organisation
Author	Alice Doyle	Head of ESG	Ultima
Owner	Tamsin Ashmore	CFO	Ultima

**4.2 Identity**

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**4.3 Revision History**

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1.00	16/05/2023	Released	Initial publication



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