

# Environmental Policy

## 1. Introduction

GForce Telecoms is committed to conducting business in an environmentally responsible and sustainable manner. We recognise the impact our operations can have on the environment and are dedicated to minimising our ecological footprint through continuous improvement and adherence to best practices.

## 2. Objectives

- To comply with all relevant environmental legislation, regulations, and standards.
- To integrate environmental considerations into all business decisions and activities.
- To promote environmental awareness among employees, customers, and stakeholders.
- To reduce waste, conserve resources, and prevent pollution.
- To engage in sustainable practices and support initiatives that protect the environment.

## 3. Key Commitments

### 3.1 Compliance and Continuous Improvement

- Ensure compliance with all applicable environmental laws and regulations.
- Regularly review and update our environmental policies and practices to reflect current best practices and technological advancements.
- Set measurable environmental objectives and targets and monitor progress towards achieving them.
- Conduct regular environmental audits and assessments to identify areas for improvement and ensure compliance.

### 3.2 Resource Management

- Implement energy-efficient practices and technologies to reduce energy consumption across all operations, including offices, data centres, and network infrastructure.
- Promote the use of renewable energy sources, such as solar and wind power, where feasible.
- Optimise water usage through the installation of water-saving devices and the implementation of water conservation practices.

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- Encourage the reduction, reuse, and recycling of materials to minimise waste, including electronic waste (e-waste) from outdated or obsolete equipment.
- Implement a paperless office initiative to reduce paper consumption and promote digital documentation.

## 3.3 Pollution Prevention

- Identify and mitigate potential sources of pollution in our operations, including emissions from vehicles, equipment, and facilities.
- Implement measures to reduce emissions of greenhouse gases and other pollutants, such as adopting low-emission vehicles and optimising transportation routes.
- Properly manage and dispose of hazardous materials, such as batteries and electronic components, in accordance with regulatory requirements.
- Implement spill prevention and response plans to address potential environmental incidents.

## 3.4 Sustainable Procurement

- Source materials and services from suppliers who share our commitment to environmental sustainability and adhere to ethical sourcing practices.
- Prioritise the procurement of eco-friendly products and services, such as energy-efficient equipment and biodegradable packaging.
- Encourage suppliers to adopt environmentally responsible practices and provide transparency regarding their environmental performance.
- Evaluate suppliers based on their environmental credentials and performance as part of our procurement process.

## 3.5 Employee Engagement and Training

- Provide training and resources to employees to enhance their understanding of environmental issues and their role in achieving our environmental objectives.
- Foster a culture of environmental responsibility by encouraging employees to participate in sustainability initiatives, such as energy-saving campaigns and community clean-up events.
- Recognise and reward employees who demonstrate exceptional commitment to environmental sustainability.
- Establish an internal environmental committee to oversee and promote sustainability initiatives within the organisation.

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## 3.6 Stakeholder Engagement

- Communicate our environmental policy and performance to stakeholders, including customers, suppliers, and the community, through regular reports and updates.
- Collaborate with industry partners, government agencies, and non-governmental organisations to promote environmental sustainability and share best practices.
- Engage with customers to promote environmentally friendly products and services and provide information on how they can reduce their environmental impact.
- Support community initiatives and projects that aim to protect and enhance the environment.

## 4. Implementation and Review

- Assign responsibility for the implementation and oversight of the environmental policy to a designated environmental manager or team.
- Conduct regular audits and assessments to ensure compliance with the policy and identify areas for improvement.
- Review and update the policy annually to ensure its continued relevance and effectiveness.
- Report on our environmental performance and progress towards achieving our objectives in our annual sustainability report.

## 5. Conclusion

GForce Telecoms is committed to being a responsible corporate citizen and contributing to a sustainable future. By implementing this environmental policy, we aim to minimise our environmental impact and promote a culture of sustainability within our organisation and beyond.

## 6. Environmental Management System (EMS)

- Implement an Environmental Management System (EMS) based on ISO 14001 standards to systematically manage and improve our environmental performance.
- Conduct regular internal and external audits to ensure the effectiveness of the EMS and compliance with environmental regulations.
- Maintain documentation and records of our environmental management activities, including policies, procedures, and performance data.

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## 7. Risk Assessment and Management

- Conduct comprehensive environmental risk assessments to identify potential environmental hazards and their impacts.
- Develop and implement risk management plans to mitigate identified risks and prevent environmental incidents.
- Regularly review and update risk assessments to reflect changes in operations, regulations, and environmental conditions.

## 8. Community Engagement and Corporate Social Responsibility (CSR)

- Engage with local communities to understand their environmental concerns and involve them in our sustainability initiatives.
- Support community projects and initiatives that promote environmental sustainability, such as clean-up campaigns, environmental education programs, and green infrastructure development.
- Incorporate environmental sustainability into our broader CSR strategy, aligning our business goals with the well-being of the communities we serve.

## 9. Performance Monitoring and Reporting

- Establish key performance indicators (KPIs) to measure our environmental performance and track progress towards our objectives.
- Regularly review and analyse environmental performance data to identify trends, areas for improvement, and opportunities for innovation.

## 10. Policy Endorsement and Communication

- Ensure the environmental policy is endorsed and signed by the CEO or Managing Director to demonstrate top-level commitment.
- Communicate the policy to all employees, suppliers, customers, and stakeholders through various channels, such as the company website, internal newsletters, and training sessions.
- Make the policy publicly available and accessible to demonstrate our commitment to environmental sustainability.

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## Document Version Control

Version / Status	Release Description	Date of Issue
4	Review	07/01/2025
5	Release	07/01/2025

## Document Review and Sign Off

Documentation Role	Full Name	Role
Approver	Rod Davey	Managing Director