

Policy title: <b>Siamo Group Environmental Policy</b>	
Approved by: Craig Golby	
Position: Managing Director	
	
Signature:	
Version no: 5	Revision date: 19/09/2025



## Introduction

Siamo Group is committed to running our business responsibly and sustainably by understanding our full impact on the environment.

## Scope

This policy applies to the entire Siamo Group. It covers all employees, managers, contractors and business partners.

## Aims

This policy forms our commitment to continuous improvement in environmental performance across the business in minimising the impact of our activities on the environment by managing and reducing our energy consumption, greenhouse gas emissions, air pollution and waste production.

## Commitments: Objectives

Siamo Group is committed to:

- Reducing gross Scope 1 and 2 GHG emissions by driving behavioural change by staff training and promoting environmental awareness.
- Investing in technology to measure energy usage in our offices and high street branches to understand all energy use reduction opportunities.
- Company cars to transition to Hybrid and Electric vehicles where possible.
- Monitoring and reducing waste going to landfill.
- Choosing vendors that also demonstrate commitment to reducing energy emissions.

## Commitments: Targets

Our commitments will be achieved through specific targets:

- Reduce energy consumption at all branches and head office by 20% by 2027 (against a 2023 baseline).
- Install technology to measure energy usage at all branches and head office by 2027.
- Providing an internal staff training program to boost environmental awareness and to promote behavioural changes that save energy, received by 100% of employees by 2027.
- Quarterly communication for the Siamo Group environmental officer to promote an environmentally conscious workplace culture by communicating new energy reduction initiatives and to celebrate the ongoing progress of all energy usage reduction measures.
- Hybrid and Electric company cars increased to 90% of our fleet by 2027.
- Ensure that recycling activities are carried out at all branches and head office by 2026.
- 100% suppliers vetted yearly for commitment to reducing energy emissions via our supplier questionnaire - by 2026
- Measure Carbon Footprint every year, review, and achieve carbon neutrality by 2030

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### **Roles and Responsibilities**

All employees, workers, and contractors of Siamo Group are responsible for contributing to upholding our environmental commitments.

A Siamo Group environmental officer has been appointed by the board of directors. A program of yearly audits will be carried out by the environmental officer to ensure the implementation of this policy.

### **Policy Review**

This policy is reviewed yearly against our progress with its stated targets, updated yearly and approved by a member of the board of directors. The progress of our targets and all changes to this policy will be communicated to all Siamo Group internal and external stakeholders.

Please direct any questions you may have to Siamo Group environmental officer Luisa Hassall, email [l.hassall@siamogroup.com](mailto:l.hassall@siamogroup.com)