

Environmental and Energy Policy

InterQuest Group (UK) Limited is committed to excellence in all aspects of its business and prides itself on its ability to provide contract, permanent and interim staff to its clients that fit with the specific issues encountered by those customers. The Company recognises that it is in the interests of all organisations to do as much as is possible and practicable to conserve, protect and improve the environment in which we live and work.

The Company is therefore committed to implementing the requirements of all applicable environmental legislation and taking all possible, or practicable actions which will help protect the environment during the provision of services to clients and in the day-to-day operations of the organisation.

Caring for the environment is an essential part of the way we run our business. InterQuest Group (UK) Limited complies fully with environmental legislation and is committed to the Company's continued efforts to:

- promote environmental management policies and practices at every level and in every subsidiary of InterQuest Group (UK).
- increase awareness of environmental responsibilities amongst all staff.
- commit to preventing pollution.
- minimise waste, and develop/ operate environmentally sound waste management procedures, including recycling, wherever this is possible.
- continue to encourage and facilitate modes of transport by staff which minimise environmental impact and apply environmentally friendly principles to the operation of Company owned vehicles.
- reduce water consumption.
- avoid, wherever practical, the use of environmentally damaging substances, materials, and processes.
- consider environmental factors in respect of the growth of the Company, seeking as far as it is practical to reduce continuously harmful environmental impacts and integrate new developments into the local environment.
- work with other local, national, and other agencies as appropriate to promote environmental policies, and encourage staff to consider environmental issues.

In all InterQuest Group (UK) activities, we strive to operate in an economically, socially, and environmentally sustainable manner. In so doing, we translate our stakeholders' interests, our corporate values, and our ethical principles, into daily business.

Environmental audits and inspections are also undertaken to monitor our progress against this policy.

Key Objectives

The environmental policy and procedures of the Company are implemented throughout all parts of the business and are applicable to all colleagues. InterQuest Group (UK) operates its environmental policy and strives to continually achieve the following objectives:

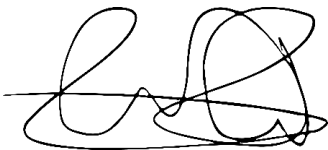
- encourage the use of recycling.
- encourage the use of public transport and/ or car sharing.
- broaden the switch off policy.
- significantly reduce the Company's carbon footprint by monitoring the electricity and gas spend through our supplier, reducing consumption throughout 2023.
- use energy as efficiently as is practicable.

Staff awareness and provision of information

The Company recognises that its employees are the greatest asset in ensuring continuous improvement in minimising environmental negative impact. With this in mind, the following procedures and policies shall be actioned to ensure that staff awareness and provision of information levels are sufficient to encourage and allow continuous improvement:

- our business leaders shall ensure that all colleagues are aware of their responsibilities relating to the environmental policy.
- we shall provide environmental advice and information to all staff, and training where appropriate, to enable them to implement their responsibilities.
- colleagues shall be encouraged to report any matter that they think is a danger to the environment, with such reports being taken seriously by the management team, with formal follow-up.
- the Company shall take measures to increase staff awareness and promote schemes for the collection of materials appropriate for recycling.

- information shall always be distributed in the most environmentally friendly manner.



Greg Coleshill, Chief Executive Officer

<i>Version number</i>	<i>Author</i>	<i>Revision description</i>	<i>Date</i>
5.0	Sarah Phillipps	Company name update/annual review	February 2024