

# Restore



## Environment Policy

Restore plc

July 2025





## Aim

We understand that our activities affect the environment and the communities in which we operate. We have a responsibility to identify the resulting impacts and to manage them as effectively as possible.

The aim of this policy is to set out the environmental actions that we expect to occur, and the strategies that will be implemented, in order to reduce our impact in this area. We are committed to improving our environmental performance and to implementing best practice to minimise the environmental impacts of our business operations.

This policy keeps senior management and employees informed about their environmental roles and responsibilities within our organisation and demonstrates our willingness to work sustainably with all our stakeholders, recognising that a sustainable environment is central to our organisation and the lives and work of our employees.

## Scope

This policy applies to all employees and contractors, both full time and part time. The policy will be shared with suppliers, partners, and consultants as appropriate to demonstrate and indicate best practice.

## Internal and external framing

We are committed to accelerating the move to a sustainable, low carbon economy and to reducing, and ultimately eliminating, the impact to the environment from our operations. Our ambition is to be a Net Zero organisation by 2050 with emissions from our own operations reduced by 90% by 2035 (from a 2023 baseline). SBTi Services has recently validated that our science-based greenhouse gas emissions reductions target(s) conform with the SBTi Corporate Net Zero Standards and Guidance.

### Our commitments:

#### *Communication and resources*

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce and externally as required.
- Ensure our management-led Environmental Operational Committee, along-side our Board-level ESG Committee, is effective in managing the mobilisation, execution and communication of our environmental actions.
- Provide adequate resources and training to our employees to understand their responsibilities.
- Engage with environmental specialists as required and appropriate to ensure we learn and benefit from expert knowledge and know-how in this evolving landscape.

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## *Environmental reporting*

- Assess the environmental impacts of our operations and supply chain and set objectives and targets annually in order to improve our environmental performance. We will regularly review these targets.
- Communicate internally and externally on environmental issues and our performance against environmental goals and targets.
- Report on our environmental performance in our annual report.
- Ensure the correct level of 'offsetting' is in place to neutralise carbon emissions, but only as a last resort where we have been unable to avoid carbon intensive activities, operate more efficiently or replace or mitigate any residual emissions.

## *Compliance*

- Comply with all relevant environmental legislation/regulation.
- Minimise the impact of our buildings, structures and operational plant so that we minimise visual, noise and other impacts on the local environment.
- Minimise possible pollution in all its forms, whether excess noise, atmospheric, or through burning, venting, the use of incorrect fuels, oil, water or the disposal of cleaning fluids.
- Integrate biodiversity in internal strategic and decision-making processes within the boundary of the Group, as well as in the analysis, management and reporting of long-term risks where the risk is deemed to be material.

## *Stakeholders*

- Encourage all partners and other key stakeholders to commit to improving environmental performance.
- Take environmental considerations into account in our significant procurement decisions.
- Encourage our suppliers to sign our supplier code of conduct which includes the standards we expect them to adhere to in relation to environmental performance and impact.
- Support our customers, where possible, in delivering their own environmental goals.
- Ensure shareholders are aware of our environmental strategy, targets and performance through appropriate reporting and dialogue.

## *Waste and energy usage*

- Reduce our use of water and minimise waste by reduction, re-use and recycling methods where possible, whether employees are working in the office or from home.
- Reduce energy usage, where possible, by good housekeeping or energy management schemes.
- Select the most renewable energy sources possible, considering cost and service constraints.
- Ensure waste disposals are carried out by professional and licensed waste management contractors.

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## Vehicles

- Introduce environmental considerations into vehicle design, specification and engine selection.
- Where appropriate and effective, introduce aids to economy e.g. additives, deflectors and speed limiters.
- Ensure the highest standards of skilled and careful driving through selection, appropriate training and supervision.
- Ensure the highest standards of maintenance.
- Ensure best traffic management practice in terms of vehicle routing and optimised scheduling.
- Encourage our employees to make conscious consideration to the level of travel required and the mode of travel.

## As employers we will:

- Share expectation of responsibility for the environment with our employees, shareholders, board members and service providers.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.
- Communicate this policy to all employees, contractors and other stakeholders as well as making this policy available to the general public.

## Our employees will:

- Be familiar with the environmental impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.

## Our suppliers will:

- Where possible, provide their own environmental policies to our organisation to demonstrate their carbon footprint and carbon reduction targets.
- Work in collaboration with us to reduce the overall environmental impact of the supply chain.

## Responsibility and review

This policy was adopted by the Board of Restore plc on 26 July 2024. Implementation of this policy is the direct responsibility of the Board and senior management, and indirectly, all directors, employees and contractors working for the organisation.

Senior management within the Group are responsible for managing and reporting on environmental performance in their areas of activity, and for communicating the contents of this policy statement to all workers through briefings and training sessions. They are also tasked with ensuring that environmental performance is given the appropriate level of prominence with other major organisation objectives.

This policy was last updated on 8 July 2025, and will be reviewed annually going forward.

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