

Connected Kerb Ltd

The Tapestry Building

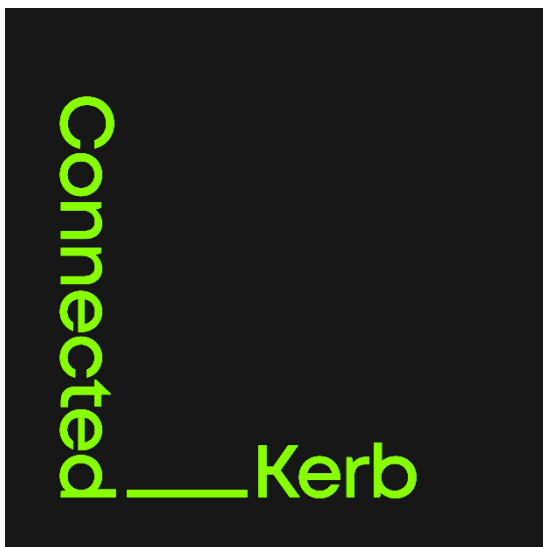
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## ENVIRONMENTAL POLICY



## 1. Introduction

Connected Kerb Limited is committed to maintaining the highest standards of responsible business conduct and consistently embedding environmental, social and governance (ESG) considerations in our business operations.

We recognise that organisations of all types and sizes play a significant role in the development of the contextual climate crisis, and as such, must demonstrate sound environmental performance through the management and mitigation of the impact of their activities, products and services on the natural environment. This policy lays out our approach to environmental management. The scope of this policy statement covers all Connected Kerb employees while working out of any of our premises or remotely.

As a leading company in the supply, installation and management of Electric Vehicle Charging Points, Connected Kerb recognises the need for business operations that recognise and adapt to changing environmental priorities and legislation requirements. To achieve this, our activities will be organised and managed in line with the ISO 14001 Environmental Standard.

This policy works alongside all other Connected Kerb internal policies.

This policy does not form part of any employee's contract of employment. This policy is the responsibility of the CEO and will be reviewed from time to time.

Revision	Section reference	Amendment	Date of revision
0	All	First issue	13/10/2022
1	All	Second issue	27/11/2023

The updated Environmental Policy has been approved by



Cecilia Amis,  
Chief People Officer  
27 November 2023

## 2. Our approach

Our Board of Directors has ultimate responsibility for the overall strategic direction and oversight of ESG-related matters.

Our CEO and Senior Leadership team approve and review the Company's ambition, approach, policies, targets, ensure inclusion in our strategy and are accountable for implementation.

This responsibility is delegated through line management. Every manager shall be responsible for ensuring that adequate resources are made available to achieve the stated aims of this policy. This policy shall be communicated to all levels in the organisation, and we expect our employees to support, and be fully committed to its implementation and take ownership of their own responsibilities.

## 3. Our commitments

Connected Kerb will commit to continuous improvement to prevent pollution and actively encourage good environmental behaviour at a corporate and individual level by proactive management of:

### 3.1 Utilities

Connected Kerb will conserve energy, water, and other resources while providing a safe and comfortable working environment. We will also encourage employees to conserve resources while working from home.

Connected Kerb will monitor our consumption of energy and materials and set annual targets for reduction. Where possible, we will switch to sources that have a less harmful impact on the environment. We use energy as efficiently as possible. To reduce our energy consumption, we seek to:

- Switch off all electrical and electronic equipment when not in use (e.g., lights, PC monitors, networked printers).
- Only electrical equipment that is being used for company operations should be left switched on.
- Use heating/cooling equipment only when ambient temperatures demand it.
- Install energy efficient devices, appliances, and lighting whenever and wherever possible.
- Choose energy efficient rated models when replacing office equipment.
- Turn off the video camera in large group calls or when a presentation is being shown.
- Send links to documents instead of large files and consider carefully who needs to be copied into an email.
- Avoiding printing altogether or at minimum printing double-sided, evolving paper-based processes such as invoicing and time sheet management as much as possible, and using electronic storage as is practicable.

## 3.2 Waste and office supplies

We minimise the use of materials and natural resources (e.g., fuel, gas, and water) across our activities to the best of our abilities. We minimise the generation of waste across all operations, while promoting the reuse of materials rather than disposing whenever possible. We promote recycling and efficient energy consumption behaviours, and ensure that the methods of disposal for unusable waste are safe. Where practicable and possible, we will recycle our waste, such as paper, cardboard, bottles, cans, and recyclable plastics. All waste disposal will comply with current safety practices.

Connected Kerb will strive to reduce the overall amount and toxicity of emissions and waste, which may cause harm or damage to employees, the natural environment or the public and communities in which it operates, to the absolute practicable minimum.

## 3.3 Pollution

Connected Kerb will develop, implement and monitor measures in order to prevent pollution. We will also seek to minimise the risks of environmental accidents through risk assessment and maintain and improve emergency plans to minimise adverse environmental effects.

Connected Kerb will discourage a 'disposable' culture and switching, where possible and where the impacts are lower, to products which are reusable, recyclable or naturally degradable.

## 3.4 Regulations

Connected Kerb will meet and where possible, exceed the requirements of all, applicable legislation and regulations.

Connected Kerb will work proactively with responsible environmental organisations, such as the Environment Protection Agency to protect the environment. In doing this, Connected Kerb will undertake regular monitoring and environmental audits and reviews of the Company's activities.

## 3.5 Communications

Connected Kerb will assess new developments, processes and procedures for environmental and ecological impact before introducing them to the business. In seeking to continuously drive improvement Connected Kerb will educate, train and motivate employees to complete their activities in an environmentally responsible manner.

Connected Kerb will provide appropriate training to our staff on the implementation of our environmental policy and how they can play a part. We will continue to communicate our achievements and ambitions relating to our Environmental objectives.

## 3.6 Travel

Connected Kerb is committed to reducing the impact of travel both domestically and internationally. We limit business travel whenever possible through greater use of telephone, video, and web conferencing.

Where practical, employees are encouraged to work from home and reduce the number of face-to-face meetings. We will encourage environmentally responsible personal and business travel, ensuring all employees are aware of our aims and expectations in the hierarchy of travel detailed in our company car policy. All employees driving for work are encouraged to drive an electric vehicle. Furthermore, employees have access to electric vehicles through our salary sacrifice company car benefit.

When and where business travel is deemed necessary, we use the most sustainable, lower impact means of transportation (e.g., favouring trains over air travel, and public transportation over cars), taking economic, environmental and safety considerations into account.

## 3.7 Suppliers

We have a diverse extended value chain and recognise that part of our impact on the environment as well as the opportunity to create positive environmental impacts is linked to our Clients, Suppliers, and other third parties we engage with.

Connected Kerb expects other organisations and individuals with whom we do business to demonstrate the same level of commitment to this policy and to reduce, wherever possible, the environmental impacts of Connected Kerb operations and processes by the introduction of continuous monitoring and improvement practices. Connected Kerb's company pension scheme is invested in carbon zero assets.

Should we become aware of practices that are irreconcilable with this policy, our values, and overarching sustainability approach, wherever possible we will first strive to work in collaboration with our business partners to address the situation and improve practices. Where no satisfactory solution can be agreed upon, we may ultimately remove ourselves from such a business relationship or activity.

## 3.8 Estates

Connected Kerb shall ensure where practical that buildings occupied by us are designed, constructed and operated to optimise environmental performance, and aims to implement energy efficiency, water efficiency and waste reduction improvements where possible.

## 3.9 Customers

Where practical, that our customers share our values and are committed to a sustainable future for the environment.

## 3.10 Monitoring and Auditing

Connected Kerb will regularly monitor and review our environmental objectives.

Connected Kerb shall ensure that this policy is publicly available, and will respond to any reasonable requests for information about our environmental performance from any interested parties or the general public.