

1 Introduction

SAS International understands that sustainable development is one of the most pressing issues of our time and that the earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of SAS International's mission.

SAS International accepts that it must work to preserve the environmental sustainability of the planet, at all levels of its operations and aspires to minimise its impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental behaviour amongst staff, and all those working under the control of our management system, at all levels.

SAS International is committed not only to complying with applicable law in all its operations but to minimise risks and impacts through the development of robust and documented systems to implement, measure, monitor, and disseminate excellent environmental performance both within its operations and to the broader community.

2 Purpose

This Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations.

The purpose of SAS International Policy is to;

- Provide a clear statement of our intent to incorporate sustainability considerations into all aspects of our business planning and operations.
- Acknowledge that a focus on sustainability requires an ongoing commitment to continuous improvement.

3 Scope

This policy applies to:

- All branches of SAS International
- All staff of SAS International (permanent and temporary), including SAS Holdings
- All persons working under the control of the SAS International management system.

4 Policy Statement

SAS International commits to minimising its impact on our environment through;

- Providing a safe and healthful workplace;
- Having an environmentally sustainable aware culture, where responsibility is assigned and understood;
- Being an environmentally responsible neighbour in our community;
- Conserving natural resources by reusing and recycling;
- Using, in our own operations, processes that do not adversely affect the environment;
- Ensuring the responsible use of energy throughout the organisation;
- Participating in efforts to improve environmental protection and understanding;
- Taking steps to improve environmental performance continually;
- Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy;
- Working with suppliers who promote sound environmental practices; and

- Enhancing awareness among our employees and persons under the control of our management system – educating and motivating them to act in an environmentally responsible manner.
- Rely on video conferencing technology over air travel to attend client and company meetings, reducing the single largest source of emissions.
- Sustainable purchasing decisions including, where possible, price competitive product and service providers that are carbon neutral or have undertaken robust steps to reduce their carbon footprint and improve their energy efficiency

5 Responsibility

It shall be the responsibility of the Board to establish and maintain policies and procedures and bring these into effect. It shall be the responsibility of the CEO to ensure implementation of these policies and procedures.

SAS International will develop guidelines for staff, volunteers and users to adopt sound environmental work practices, and adequate training will be provided to ensure these practices are carried out.

SAS International will act responsibly to correct incidents or conditions that endanger health, safety, or the environment. It will promptly report any such incidents to the relevant authorities and inform affected parties as appropriate.

SAS International will use reasonable actions to, reuse and recycle materials, purchase recycled materials, and use recyclable packaging and other materials.

SAS International will use all reasonable actions to ensure its services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely.

SAS International will use all reasonable endeavours to minimise materials and energy use, prevent air, water, and other pollution, and dispose of waste safely and responsibly.

SAS International will use all reasonable efforts to conserve energy by improving energy efficiency and giving preference to renewable over non-renewable energy sources where feasible.

SAS International will, use reasonable endeavours to, utilise its knowledge and experience to contribute to environmentally sustainable techniques, technology, knowledge and methods.

SAS International will use all reasonable actions to meet or exceed all applicable government requirements and voluntary requirements generally observed in its industry, and will, in addition, adhere to the more stringent requirements of its own environmental policy.

In order to continually improve its environmental management system SAS International will conduct internal audits and self-assessments of its compliance with this policy.

SAS International will maintain an open and honest dialogue with staff, all persons under the control of our management system and all interested parties about the environmental, health and safety performance of its operations and services.

SAS International will use reasonable effort to ensure that every employee, all persons under the control of our management system and all interested parties are informed of and expected to follow this policy and to report any environmental, health, or safety concern to management so that prompt action may be taken.

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SUSTAINABILITY POLICY



6 Document Owner and Approval

The Chief Executive (CE) is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with applicable laws and regulatory requirements.

A current version of this document is available to all members of staff on the company intranet and is published as required.

This policy was approved by the Board of Directors and is issued on a version-controlled basis under the signature of the Chief Executive (CE).

Alyn Gammon
Chief Executive (CE).

7 Change History Record

ISSUE:	DESCRIPTION OF CHANGE:	DATE:	APPROVAL:
1	Initial Release	26/10/19	KR
A	Change off management	27/02/2024	NL
B	CEO change	19/12/2024	N.L