

| CORPORATE DOCUMENT | | | |
|---|--------------------|----------------------------|--------------------------------|
|  | Department: | Compliance – Environmental | Effective Date: 03/2024 |
| | Controlled | | Owner: Katie Hancock |
| Review Date: | 03/2025 | Related Docs: | Aspects & Impacts Register |
| Environmental and Sustainability Policy | | | |

Anderselite is a market leading technical recruitment expert, providing specialist people solutions to the Built, Civils and Rail infrastructures in contract, temporary and permanent positions throughout the UK. Anderselite prides itself on working in partnership with its clients to provide tailored recruitment solutions which meet their exact requirements in this fast-changing marketplace.

Anderselite is committed to conducting its business in such a way that it helps to protect the environment and promote sustainability. This policy sets out the framework for effective management of those issues that may affect or be affected by this company.

Anderselite is committed to continual improvement of its environmental performance and to prevent and/or reduce pollution. Anderselite will take into account sustainability considerations when making business decisions including the effects on the local environment and its employees.

Anderselite will:

- Comply with all applicable environmental legal requirements and other relevant requirements to which we subscribe.
- Manage all its activities and take into consideration the significant aspects and impacts when making business decision.
- Seek to reduce, re-use, recycle and recover materials and waste wherever possible.
- Reduce consumption.
- Reduce carbon emissions generated by the organisation’s activities.
- Support its Parent Company (Morson Group) commitments to Science Based Targets and achieving its Net Zero carbon emissions goals.
- Increase employee awareness in good environmental practise and encourage employee involvement in environmental action.
- Provide appropriate training, instructions, and information where necessary.
- Strive for continual improvement in environmental performance through setting objectives and targets.
- Select suppliers who reduce their consumption and waste, and who are embracing the circular economy.
- Ensure this policy is readily available to employees, relevant parties, and the public where necessary.
- Use the technology available for conference calls to reduce travel and encourage the use of public transport where possible for business journeys.
- Invest in our people to develop their skills.
- Regularly review this policy.

Every employee has an individual responsibility to help meet the requirements of this policy. All are invited to contribute ideas for better practices, through their Manager or directly to myself.



Terry Naden
Director

Date: 18/03/2024
Anderselite Ltd (part of The Morson Group)

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AMENDMENT RECORD

| Issue Amendments | Date | Issued by |
|--|-------------|------------------|
| Added commitment to support Morson with SBT and Net Zero goal. Operations Director, Rhys Harris replaced with Terry Naden Director. Amendments record added. | March 2024 | Katie Hancock |