

TEXO is committed to conducting its operations responsibly, minimising environmental impacts, and promoting sustainable practices across all activities. We comply with all applicable legal and other requirements to which we subscribe and strive for continuous improvement in our environmental performance. This commitment is embedded in our Environmental Management System, which is documented, maintained, and continually improved in accordance with ISO 14001:2015.

This policy applies to all operations of TEXO Group Ltd. and its legal entities within the United Kingdom. It covers senior leadership, employees, contractors, and business partners. Every individual and partner is expected to fully cooperate with the implementation of this policy and all measures established by the company to achieve its environmental objectives.

**Texo is committed to:**

- Maintaining and continually improving our Environmental Management System.
- Adhering with all applicable environmental laws and contractual obligations.
- Setting and reviewing environmental objectives and KPIs annually for continuous improvement.
- Preventing pollution and minimising environmental impacts by identifying risks and implementing effective mitigation measures, as well as opportunities for enhancement.
- Ensuring all land affected by our works, when applicable, is returned to its specified condition.
- Minimising waste and managing safe disposal in line with the waste hierarchy.
- Reducing emissions in accordance with TEXO's Net Zero Policy and Net Zero Plan.
- Monitoring our performance and reviewing this policy annually to facilitate continual improvement.

**To achieve these commitments, we have established the following targets:**

- Complete at least two internal audits of our Environmental Management System each year.
- Maintain a record of zero legal breaches and strive for zero environmental incidents.
- Achieve at least 70% of our Environmental annual KPIs and objectives.
- Ensure 100% of land affected by works is restored to the specified condition within agreed timelines.
- Divert 95% of waste from landfills and reduce waste intensity by 20% by 2030.
- Decrease CO<sub>2</sub>e intensity by 5% annually, aiming for a total reduction of 20% from the 2023 baseline by 2030.
- Achieve 85% renewable energy use by 2028.
- Complete an annual policy review with at least two improvement actions each year.

The policy is regularly updated by the HSEQ team, and all changes will be communicated to interested parties. Please direct any questions you may have regarding to the HSEQ team.



Chris Smith  
**Group Managing Director**