



# ENVIRONMENTAL POLICY STATEMENT

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NG Bailey Group is committed to delivering services and projects to our clients in a responsible manner. As such, we make every effort to reduce our environmental impacts, continually improve our environmental performance and support clients in reaching their environmental goals. Our environmental policy supports our Net Positive responsibility ambitions to achieve zero carbon, zero waste and have zero harm on the environment.

To facilitate this, our environmental management system is certified to the international standard BS EN ISO 14001:2015. It is documented, implemented, monitored, and continually improved.

In order to protect the environment, we will:

- Comply with, and where possible exceed, all environmental legislation and other requirements to which we subscribe, relevant to our activities.
- Prevent pollution of land, air, and water, by ensuring effective operational controls and providing appropriate levels of environmental training and supervision for company employees, subcontractors and all persons working under our control.
- Continually improve environmental performance, by senior management setting clear objectives, monitoring and reporting performance against the targets set and ensuring there is appropriate resources. All employees and those working for or on behalf of NG Bailey Group have a responsibility to protect the environment.
- Integrate environmental innovation and efficiency in project design, procurement, construction, and the services we provide; to foster climate change mitigation measures and procure materials responsibly.
- In line with our science-based targets, from a 2018/19 base year, we are working towards reducing our near-term scope 1 and 2 emissions by 50% by 2031 and reducing our absolute scope 1, 2 and 3 greenhouse gas emissions by 90% by 2045.
- Promote energy efficiency in the contracts we deliver and manage energy wisely throughout our own property portfolio.
- Promote improved fuel efficiency in our transport fleet and work to reduce our travel related impacts through the adoption of technology, innovation, and modifications to our fleet to reduce our carbon and air quality impacts.
- Protect biodiversity and ecosystems, and where opportunities arise, enhance biodiversity through effective control measures, raising awareness, and providing appropriate levels of training.
- Minimise the volume of waste generated through our activities by following the principles of the waste hierarchy and a circular economy approach: preferentially avoiding and reducing the production of waste through efficient use of materials, promoting re-use, or recycling, with the least preferred options of recovery or disposal. We are committed to working with our supply chain to avoid single-use plastic waste and to quantify the weight of plastic packaging avoided and monitor recyclability of plastics.
- Promote water conservation through usage practices, regular maintenance and implement water-saving initiatives where feasible.
- Encourage and support our supply chain partners to adopt science-based targets by 2027 alongside increasing environmental awareness and the role of the Sustainable Development Goals.
- Work in a socially responsible manner and look for opportunities to increase social value and positive environmental impacts in the local communities.

This policy applies to all NG Bailey Group operations, including NG Bailey Limited, NG Bailey Facilities Services Limited, NG Bailey IT Services Limited and Freedom Group of Companies.

Signed by



**Chief Executive Officer**  
**For and on behalf of the Board of the Company.**

Revision	Author	Approver	Issue Date	Review Date
1.0	MD	DH	Nov 2021	Nov 2022
2.0	SS	DH	Nov 2022	Nov 2023
3.0	SS	DH	Nov 2023	Nov 2024
4.0	SS	JS	Jun 2024	Jun 2025
5.0	SS	JS	Jan 2025	Jan 2026

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**The document will be reviewed annually**