

## EU SIGNS LTD SUSTAINABILITY POLICY

### COMMITMENT TO SUSTAINABILITY

EU Signs Ltd is dedicated to fostering a culture of environmental responsibility and sustainable business practices. We recognise the importance of reducing our environmental impact and continuously improving our sustainability performance in line with evolving legislation, industry standards, and best practices.

### GUIDING PRINCIPLES:

#### 1. Legal Compliance:

- Ensure full compliance with all applicable UK environmental legislation, EU regulations, and relevant international codes of practice.
- Proactively monitor legal updates and adopt measures that exceed minimum compliance where feasible.
- Align with the UK government's Net Zero Strategy, incorporating carbon reduction targets and climate risk assessments.

#### 2. Integration of Sustainability:

- Embed sustainability into all strategic and operational business decisions.
- Consider circular economy principles, ensuring waste reduction, resource efficiency, and sustainability-driven innovation.
- Support the transition to a low-carbon economy through operational adjustments and investment in sustainable technologies.

#### 3. Staff Awareness and Commitment:

- Ensure all staff members understand and implement this Sustainability Policy through regular training and awareness programs.
- Conduct toolbox talks and workshops on sustainability topics, including carbon footprint reduction, waste management, and green procurement.
- Implement incentives and recognition schemes to encourage sustainable behaviours within the workforce.

#### 4. Minimising Impact:

- Reduce our environmental footprint in all office and transportation activities through innovative practices.
- Prioritise carbon-neutral and low-emission transport solutions.
- Monitor waste management, energy efficiency, and sustainable resource use with clear benchmarks and KPIs.

#### 5. Client and Supplier Engagement:

- Communicate our Sustainability Policy to clients and suppliers and encourage eco-friendly practices.
- Collaborate with supply chain partners to ensure adherence to sustainable sourcing, ethical labour practices, and carbon reduction commitments.
- Prioritise working with certified sustainable suppliers, such as FSC-certified paper providers and renewable energy firms.

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## 6. Continuous Improvement:

- Conduct an annual sustainability review and update our policy in response to new legislation and industry best practices.
- Set measurable targets and KPIs for reducing carbon emissions, energy use, and waste production.
- Use independent third-party audits to verify sustainability performance and maintain transparency.

## PRACTICAL STEPS

### TRAVEL AND MEETINGS

- 1. Sustainable Transport:** Prioritise walking, cycling, and public transport for business travel where practical.
- 2. Carbon Accounting:** Implement a system to track business travel emissions and introduce offsetting measures..
- 3. Remote Working and Digital Meetings:** Promote teleconferencing, video conferencing, and hybrid working arrangements to reduce travel emissions.
- 4. Sustainable Business Trips:** Include the full costs of sustainable transport in financial planning, ensuring eco-friendly travel options are prioritised.
- 5. Client Training:** Offer virtual sustainability workshops to clients, minimising travel requirements while maximising engagement.

### EQUIPMENT AND RESOURCE MANAGEMENT

- 1. Resource Minimisation:**
  - Minimise the use of paper and other office consumables by adopting practices such as double-sided printing and digital documentation.
- 2. Recycling and Reuse:**
  - Arrange for the reuse or recycling of office waste, including paper, computer supplies, and redundant equipment wherever possible.
- 3. Energy Efficiency:**
  - Reduce energy consumption by purchasing energy-efficient equipment and implementing good housekeeping practices.
- 4. Renewable Energy:**
  - Seek to purchase electricity from suppliers committed to renewable energy and maximize the proportion of energy from renewable sources. Support investment in new renewable energy schemes.
- 5. Sustainable Procurement:**
  - Ensure that timber furniture and other timber products are recycled or sourced from well-managed, sustainable sources, preferably Forest Stewardship Council (FSC) certified. Use FSC certified paper for production.
- 6. Fair-Trade and Organic Products:**
  - Purchase fair-trade and/or organic beverages and other products where possible.

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## COMMUNITY ENGAGEMENT AND CORPORATE RESPONSIBILITIES

- Support local environmental projects through volunteering, funding, and active participation.
- Implement a carbon offset programme, contributing to recognised schemes such as tree planting initiatives and conservation projects.
- Engage in stakeholder consultations to improve transparency and refine our sustainability initiatives.

## REVIEW AND REPORTING

### 1. Annual Compliance Review:

- Conduct an annual review of our sustainability practices and performance, ensuring compliance with the latest legislation and continuous improvement.

### 2. Sustainability Reporting:

- Publish an annual Sustainability Performance Report, outlining progress, challenges, and future objectives.

### 3. Stakeholder Feedback:

- Encourage input from employees, clients, and supply chain partners to enhance sustainability initiatives..

*By implementing this 2025 Sustainability Policy, EU Signs Ltd reaffirms its commitment to sustainable business practices, environmental responsibility, and continuous improvement. This policy will be monitored, reviewed, and updated annually to ensure we meet and exceed evolving sustainability challenges and regulatory requirements.*

20 February 2025

MN Tokalak

Production Director



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