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|   | <b>Location:</b><br>Company Server     | <b>Revision:</b><br>1.4    |
| <b>Classification:</b><br>Restricted  | <b>Approved by:</b><br>Stuart Ladbrook | <b>Date:</b><br>13/05/2025 |
| <b>Title:</b> Environmental Policy Statement                                      |  |                            |

# Environmental Policy Statement

Onwave UK Limited (“the Company”) core activities are the development and delivery of networking solutions, and the provision of software and hardware technology solutions to business. All our operations are undertaken with consideration of the impact that they may have on the environment, and we are committed to minimising the impact of our works and continually improving our environmental impact.

The Company have developed a Company Management System (CMS) which includes an Environmental Management System (EMS) in line with ISO 14001. This EMS includes a detailed *Environmental Impact Assessment*, *Key Objectives (CMS Objectives)* and *Social Value Action Plan*. To further demonstrate commitment the Company has joined the SME Climate Hub as part of the United Nations “Race to Net Zero”. Onwave are committed to achieving net-zero carbon emissions by no later than 2050.

The Company is committed to:

## Protecting the environment

- Striving to minimise dust, noise and vibration nuisance.
- Assessing our activities at all office locations to identify the significant environmental aspects and impacts associated with those activities and finding ways to prevent or minimise impact to the environment.
- Improving our management of waste and whenever possible reducing our use of landfill by elimination, re-use or re-cycling.
- Using re-usable or recyclable packaging wherever possible.

## Preventing pollution

- Avoiding spillages and ground/water contamination by good working practices.
- Ensuring goods are disposed of in line with government guidance.

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### Sustainable resource use

- Minimising energy consumption within our buildings and using renewable energy sources where possible.
- Improving equipment/vehicle energy consumption and reducing pollution by using modern, regularly serviced vehicles, plant and equipment.

### Climate change, mitigation and adaptation

- Assessing our products and operations to identify the significant environmental aspects and impacts associated with those products and operations.

### Other specific commitment(s) relevant

- Providing employees with appropriate training, information and awareness on environmental issues relevant to our activities.
- Effectively communicating our environmental policy to Employees, Contractors and Suppliers.
- Monitoring our performance against environmental objectives and targets.
- Compliance with appropriate industry standards and codes of practice.
- Compliance with existing relevant environmental legislation and our Customer's specific environmental requirements.
- Environmental committee and **Environmental Officer** nominated to manage environmental management actions.

Implementation of this *Environmental Policy* and the Company environmental procedures are the responsibility of all Employees of the Company.



Stuart Ladbrook

**Chief Executive Officer (CEO)**

13/05/2025