

Environmental Policy

INTRODUCTION

We aim to be an environmentally friendly Company and it is our intention to promote a policy that is focused on being green aware. A culture will be fostered within the company that ensures all employees understand they can make a significant contribution to the Company being an environmentally friendly and green aware company.

The Company's policy is to comply or exceed the requirements of environmental legislation and regulation.

POLICY

The specifics of the company environmental policy are as follows:

- 1) the Company will review and explore measures for the reduction of volumes of all waste materials generated by the Company;
- 2) the Company will explore opportunities for recycling all possible waste materials. Our ultimate aim will be to recycle any waste material that can be recycled;
- 3) the Company will aim to reduce levels of energy consumption. The Company will introduce working practices that requires computers, lights, to be "switched off" when not in use. The Company will also ensure that heating, lighting and ventilation are used efficiently and effectively;
- 4) the Company will aim to purchase energy efficient products where possible and appropriate;
- 5) additionally, the Company will explore whether environmentally friendly products can be purchased when buying any equipment for use within the company;
- 6) the Company will review opportunities and consider implementing measures for the reduction of the use of water;
- 7) the Company will aim to reduce levels of pollution emissions wherever possible;
- 8) the Company will ensure that all employees are made aware and have access to a copy of this environmental policy. The Company will regularly review the policy to ensure that we are a green aware and environmentally friendly organisation;
- 9) the Company will continue to request annual sustainability data from employees to raise awareness and highlight the importance across the business;
- 10) the Company will provide bi-annual training for all employees to maintain awareness of their carbon footprint;
- 11) the Company will continue to work with a carbon calculating supplier to determine our impact on the environment so we can address any changes required;
- 12) the Company will continue to complete yearly submission to EcoVadis and CDP to monitor our environmental impact and adjust our Environmental Policy accordingly.

KPI1 Carbon Footprint

Baseline for 1 Apr 24 – 31 Mar 25

Content Chemistry Ltd to engage with a sustainability consultancy and third-party carbon footprinting company in 2025.

Target for 1 Apr 25 – 31 Mar 26

Implement credible strategies in 2026 to reduce emissions intensity and transition over time as we continue

to expand as a company.

KPI2 Energy Efficiency, Waste Management, Water Consumption

Baseline for 1 Apr 24 – 31 Mar 25

Content Chemistry Ltd occupies a space within a shared office building, managed by a landlord via a property management company. As such we have limited decision-making authority on energy supplied to the building, how its waste is managed and overall water usage.

Target for 1 Apr 25 – 31 Mar 26

Advocate year-on-year with the landlord and property management company on the use of sustainable energy, recycling of waste and water-saving initiatives.

KPI4 Sustainable Products

Baseline for 1 Apr 24 – 31 Mar 25

When sourcing products for use in the office, Content Chemistry Ltd prioritises those made from recyclable and sustainable materials.

Target for 1 Apr 25 – 31 Mar 26

Maintain baseline as company grows

KPI23 Supplier Sustainability

Baseline for 1 Apr 24 – 31 Mar 25

Content Chemistry Ltd to communicate its sustainability agenda with key suppliers in 2025 for awareness and to request suppliers to supply any information relating to their own sustainability agenda

Target for 1 Apr 25 – 31 Mar 26

Request further information relating to key supplier's sustainability agenda in 2026 and produce an internal report to refer to when selecting suppliers for projects.

KPI26 Local Supplier Engagement

Baseline for 1 Apr 24 – 31 Mar 25

50% of suppliers commissioned Apr 24 – Mar 25 to be sourced locally from the Greater Manchester area**

Target for 1 Apr 25 – 31 Mar 26

55% of suppliers commissioned Apr 25 – Mar 26 to be sourced locally from the Greater Manchester area

