

# Environment & Sustainability Policy

This statement sets out Telent's strategic commitment to sustainable business and the environment and covers all aspects of our business activities.



**Telent is a leading technology company and specialist in the design, build, support, and management of the UK's critical digital infrastructure, drawing on decades of experience in mission critical communications and technology. We enable organisations to create, improve and operate the ICT and networks that their businesses and operations depend on. Our customers are many of the UK's and Ireland's best-known organisations, with a strong focus on transport, emergency services, network providers and the public sector.**

## Commitment

Telent will take action to mitigate and adapt to climate change and will operate to provide sustainable and effective solutions for our customers.

We will minimise our impact on the environment, continually improve and enhance our environmental performance through an effective management system certified to BS EN ISO14001:2015.

We commit to reduce absolute scope 1 and 2 GHG emissions 46.2% by FY30 from a FY20 base year. We also commit to reduce scope 3 GHG emissions from purchased goods and services and capital goods 55% per GBP value added within the same timeframe.

This policy supports Telent's environmental and sustainability objective to drive improvements, minimise our impact and add value to our customers' environmental and sustainability agendas.

## Our Environment and Sustainability Objectives

- Make effective preparations for climate change and manage associated operational and financial risks.
- Ensure our products and services support our customers' adaptation to climate change.
- Incorporate green technology into solution design for our customers
- Meet all environmental compliance obligations, including our customers' requirements.
- Minimise energy consumption and achieve a year-on-year reduction in our carbon emissions to support delivery of our science-based targets.
- Minimise waste generation and reduce waste disposal to achieve zero waste to landfill by 2025.
- Maximise recycling and reuse of materials, achieving a minimum of 80% recycling at site.
- Use resources efficiently through a life cycle approach in our operations.
- Embed circular economy practices for decision making and service delivery.
- Ensure responsible, sustainable, and ethical procurement of all goods and services.

## Governance

Detailed sub-policies and procedures to support this policy and our Environment and Sustainability strategy are published separately and updated for changes in legislation or working practices. In addition, our Social Value Policy promotes economic security, social betterment, and environmental stewardship.

Environmental management roles and responsibilities are clearly defined to deliver assurance and continual improvement of the management system and our performance.

The Chief Executive Officer, supported by the Senior Management Team, has overall responsibility to ensure that this policy is effectively implemented and delivered. This is cascaded to Business Units to:

- Deploy and integrate the Environment & Sustainability Policy into their activities.
- Identify activities that could negatively impact the environment and mitigate through appropriate controls and actions.
- Implement and monitor successful environmental programmes to support our corporate objectives and targets.
- Engage, train, and inform our people and develop behaviours and knowledge needed for sustainable working.

Employees and contractors working on our behalf are required to comply with this policy and associated procedures, supporting Telent in managing its environmental impacts and delivering sustainable business. Telent will work with organisations that adopt sustainable strategies and support projects to benefit local communities.

As a minimum this policy, and our performance in meeting its requirements, will be monitored, and reviewed annually by the Senior Management Team.

This policy will be made available for all employees and stakeholders to view.

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**Joanne Gretton**  
Chief Executive Officer

