

Environmental & 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 committed to operating in a way that promotes economic security, social betterment and environmental stewardship. We have a responsibility to protect the environment through effective planning and operation of our work, the efficient use of natural resources, the minimisation and effective management and recycling of our waste, and the reduction of both energy consumption and carbon emissions.

This policy supports telent's environmental and sustainability commitments.

Commitment

We will manage all of our business activities to minimise our impact on the environment and provide sustainable solutions to our customers and clients where possible. We are committed to continually improving our environmental management system to enhance our environmental performance and enabling sustainable business practices by:

- Meeting all environmental compliance obligations, including our clients' requirements;
- Protecting the environment through the effective application of our processes and controls;
- Identifying and managing our significant aspects and impacts through a 'best practice approach' and the application of our certified Environmental Management System;
- Ensuring the management of environmental issues is embedded into our day-to-day operational activities and the culture of our business;
- Minimising our energy consumption and reducing carbon emissions both directly and indirectly wherever possible by developing and adopting environmentally sound facilities management, responsible procurement and transport strategies;
- Minimising waste production through effective reduction, reuse, recovery and recycling activities;
- Minimising the use of water in our operations;
- Delivering projects, products and services recognised for their value to our customers' environmental and sustainability agenda.
- Considering the environmental impact of policy and solution design decisions;
- Taking into account sustainability, responsible procurement and ethical sourcing during procurement of all goods and services;
- Ensuring that our business partners and contractors demonstrate an acceptable standard of environmental performance;
- Working with contractors, customers and stakeholders to reduce environmental impacts;

- Informing our employees and contractors of, and training them in, their individual and collective environmental responsibilities;
- Raising the awareness and understanding of environmental issues amongst our employees and contractors.
- Promoting initiatives to reduce our environmental impact and ensuring projects are evaluated with respect to risks and opportunities and setting environmental objectives and targets;
- Making appropriate resources available in order to ensure the success of this policy;
- Communicating this policy to all employees, contractors, customers and all other relevant parties and making it available to the public on our website; and
- Reporting on performance and achievements and investigating all environmental incidents.

Implementation

The Chief Executive Officer, with support from the telent Senior Management Team, has overall responsibility to ensure that this policy is effectively implemented and delivered across the business.

To support this policy, detailed sub-policies and procedures are published separately and updated in response to changes in both legislation and working practices. This includes Waste and Energy Management and Responsible Procurement.

Employees and contractors working on behalf of telent are required to comply with this policy and associated procedures and support telent in managing its' environmental impacts and delivering sustainable business.

To further enable this policy telent partners with organisations that practice sustainable strategies and also supports projects for the betterment of local communities.

Review

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

Mark Plato
Chief Executive Officer

