

# Environmental Policy Statement

## Introduction

Protecting the environment is of fundamental importance to Steer, its employees, communities, customers, and stakeholders.

We recognise that there are aspects of our day-to-day operations that negatively impact on the environment and we are committed to conducting our business with the objective of minimising this impact through continuous improvement in our own environmental performance.

This is achieved through application of a robust EMS that ensures that our processes are carefully monitored, measured, and controlled to promote continuous improvement in our environmental performance.

As a global consultancy providing services to a variety of public and private sector clients, we are also in a position to contribute to positive environmental impacts through our client work with many of our commissions relating to initiatives designed to reduce the negative effects of travel for the population as a whole and help our clients reduce their own carbon footprints.

## Our commitment

Our commitment is delivered throughout the Company's business activities employing the following principles:

- To recognise and comply with applicable legal and other requirements to which the Company subscribes which relate to its environmental impacts.
- Integrate sustainability considerations into our business decisions.
- Manage and minimise our environmental impacts through pollution prevention, waste reduction and minimising the consumption of natural resources.
- Raise awareness of, communicate and encourage participation in positive environmental practices.
- Commit to continuous improvement in environmental performance through the implementation of our EMS, and the establishment of measurable environmental objectives and targets.
- Continuously monitor, review, and improve our environmental performance.
- Measure our Carbon Footprint and take account of carbon management in our business decisions to reduce our contribution to climate change.

## Communicating our policy

This Policy shall be communicated to all employees and shall be made available to all contractor's suppliers and interested parties.



Hugh Jones, CEO

Dated: December 2024