



Environmental Sustainability Policy

Introduction

This policy applies equally across all Supreme Group businesses (hereafter, “the Company”).

Scope and Purpose

The Company is committed to developing a sustainable business by reducing the negative environmental impacts of its activities and enhancing the positive impacts. The Company will seek to prevent pollution and continually improve environmental performance through effective and appropriate management practices. The Company is committed to working in partnership with its clients to achieve the same.

This policy applies to all Company offices, employees and approved 3rd party partners operating on the Company’s behalf.

Objectives

Through the implementation of this policy, the Company commits to:

Water efficiency

- Reduce water consumption (per m2) by 5% by 2028 from 2025 baseline;
- Expand water metering where possible;
- Increase recycled water systems.

Waste and resource management

- Maintain zero waste to landfill;
- Increase recycling rate to 90% by 2030;
- Eliminate avoidable single use plastic by 2030;
- Work with our suppliers to adopt circular economy principles.

Sustainable Transport

- Transition fleet vehicles to electric where appropriate;
- Invest in EV charging infrastructure at Company offices where appropriate;
- Invest in active transport infrastructure including, bike parking, electric bike charging, secure bike parking, lockers and changing rooms where appropriate;
- Implementation of sustainable travel plan across the locations.

Compliance

- Meet all relevant legal and legislative requirements relating to environmental sustainability and other compliance obligations.

Monitoring and Policy Review

The policy will be reviewed at least annually.

Document Classification		External	
Document Number	Issue Number	Last Review Date	Next Review Date
SG-009	SG-HR-009	Jan-2026	Jan2027