

SUSTAINABILITY POLICY – STATEMENT OF INTENT

Introduction

Group Metropolitan Limited is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to our professional activities and the management of the company.

We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities including greenhouse gas emissions, and to help our clients to do the same.

This policy supports our commitment to continual improvement and compliance with ISO 14001 Environmental Management Principles.

Principle

Our sustainability policy is based upon the following principles:

- To comply with, and where reasonably practicable exceed, all applicable legislation, regulations, and codes of practice.
- To integrate sustainability considerations into all our business decisions including strategic planning, procurement and service delivery.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it through training, communication and leadership engagement.
- To minimise the impact on sustainability of all office, site and transportation activities including energy use, waste generation and emissions.
- To make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices and responsible sourcing standards.
- To review, annually report, and to continually strive to improve our sustainability performance using measurable objectives and key performance indicators.

Practical Steps

In order to put these principles into practice we will:

Travel and meetings:

- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where alternatives are impractical and/or cost prohibitive.
- Include the full costs of more sustainable forms of transport in our financial proposals, rather than the least cost option which may involve travelling by car.
- Avoid physically travelling to meetings where alternatives are available and practical, such as tools like Microsoft Teams, and efficient timing of meetings to avoid multiple trips.
- Reduce the need for our staff to travel by supporting alternative transport arrangements, and to promote the use of public transport by locating our offices in accessible locations.
- Use an emissions monitoring and reporting mechanism for business travel to monitor, review and reduce our carbon footprint year on year.

Purchase of equipment and consumption of resources:

- Minimise our use of paper and other office consumables.
- As far as possible arrange for the use of recycling of office waste, including paper, computer supplies and redundant equipment.

- Reduce the energy consumption of office equipment by purchasing energy efficient equipment with recognised energy ratings and applying good housekeeping practices.
- Purchase electricity from a supplier committed to renewable energy and seek to maximise the proportion sourced from renewable energy.
- Ensure timber furniture and timber products are recycled or sourced from well-managed, sustainable sources and are FSC certified.
- Purchase fair-trade and/or organic beverages where available and appropriate.
- Ensure that materials are not over ordered, thereby reducing waste and unnecessary disposal.
- Seek to reduce single-use plastics and prioritise reusable and recyclable alternatives.

Working Practices and advice to clients:

- Undertake voluntary work with the local community and/or environmental organisations and make donations or take other credible actions to offset carbon emissions from our activities.
- Ensure that any new employees are made aware of sustainability issues and understand how these considerations apply to their new role and advice to clients.
- Include a copy of our Sustainability Policy in all our proposals to clients.
- Encourage suppliers and subcontractors to meet minimum environmental and ethical standards and consider sustainability performance when selecting suppliers.

This Sustainability Policy will be reviewed annually to ensure it remains current, effective, and supports continual improvement in environmental and sustainability performance.

Graham Halls (Signed)
Managing Director

Date Reviewed: 29th January 2026
Next Review Date: 29th January 2027