



Above is committed to creating better places to live and work for all our staff and stakeholders which will be achieved, in part, through our environmental sustainability strategy that details how we are working to meet our 2026 Environmental, Social and Governance strategic objectives.

Our strategy places environmental management within our decision-making process and is central to the work we undertake with our stakeholders and our supply chain. Our ESG Strategy sets out our environmental priorities which will be reviewed annually.

The Company is committed to:

- Maintain a UCAS certified EMS to BS EN ISO14001:2015 Environmental Management System; this provides the framework to drive continual improvement throughout our business.
- Provide sufficient resource to implement this policy throughout our Organisation.
- Comply with all regulatory, and other stakeholder requirements; our level of compliance will be monitored annually.
- Reduce our environmental impact through proactively assessing risk, applying measures to mitigate and prevent pollution and other environmental incidents.
- Explore opportunities that enhance the environment and reduce our impact on climate change.
- Learn from our experiences and sharing best practice through recording of environmental close calls and incidents; ensure close calls routinely reviewed and environmental incidents are fully investigated.
- Completing corrective actions in a timely manner to prevent recurrence.
- Identifying key performance indicators and setting performance targets; we will ensure progress against objectives is measured, monitored and reported. Performance will be communicated monthly to the Business and made available to all employees.
- Establish channels of communication which positively encourage all employees to contribute to improvements in our environmental performance.
- Provide sound information, advice, training and supervision to employees and those working on behalf of Above to recognise their responsibilities and they are competent to undertake their activities.
- Our commitment to creating a responsible supply chain, by assessing their capabilities and supporting their journey to sustainability.

The Executive Leadership team will annually review and revise this Policy to ensure it is effective and that the organisation's current priorities, plans, and targets are reflected.

This policy as set out in this document and accompanying specific arrangements and procedures is endorsed by the Executive Leadership Team acting collectively and by the Operations Director who has responsibility for the executive management of health and safety.

This policy will be displayed on noticeboards and brought to the attention of other stakeholders as required.

For and on behalf of the ELT  
Pat Rafferty - Business Director

10<sup>th</sup> January 2025