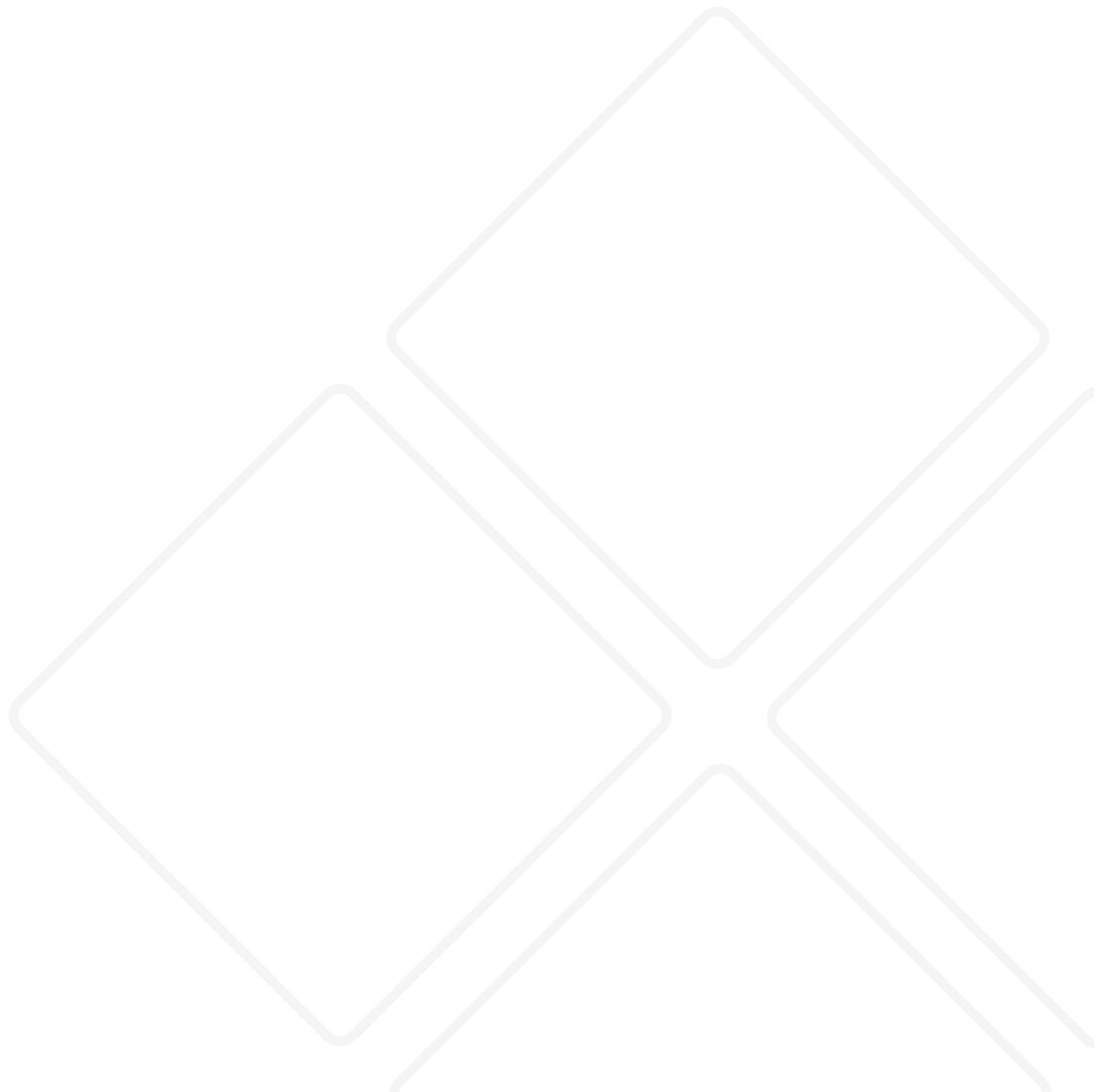




Environmental Policy

Thursday, 2 May 2024





Environmental Policy

Vp plc recognises the intrinsic value of a well-managed, functioning biosphere as well as the invaluable utility nature has in providing the many and varied ecosystem services on which humanity depends. Vp plc acknowledges the twin challenges of biodiversity collapse and climate warming and aims to be part of the solution where possible.

Vp plc is aware of the impact its business has on the environment and is committed to ameliorating this position through continual review and adaptive management. It is our aim to have a net positive impact on the environment and biodiversity. Where negative environmental consequences of its business persist, the Group is addressing this imbalance through finding and investing in local, impactful solutions to these global challenges.

The Group will seek to:

1. Comply with environmental legislation to the extent that practical implementation aims to exceed government requirements;
2. Integrate environmental management into each aspect of our day-to-day business operation to ensure environmental issues are addressed;
3. Ensure that suppliers and contractors minimise the impact of their operations on the environment and actively support our environmental programmes through an environmentally sound purchasing policy;
4. Ensure all employees have an understanding of and are trained in their responsibilities in relation to the environmental policy and management procedures;
5. Monitor progress on a regular basis to identify strengths and areas for improvement highlighting actions required to reduce the consumption of natural resources and maximise natural resource use efficiency;
6. Encourage waste reduction, recycling and re-use of products wherever possible through the implementation of waste hierarchy strategies and promoting circular economy principles;
7. Report on its environmental performance annually;
8. Communicate this policy to all employees through training, information and supervision and make it available to stakeholders and members of the public.
9. Maintain our environmental management system accredited to ISO 14001.

The development and implementation of this policy is a commitment of the Group's management and a shared responsibility with its employees.



The Group intends to mitigate its environmental impacts through a wide range of initiatives including:

- Validating our science-based targets with the Science-based Target Initiative;
- Tracking and reducing our waste and plastic production and our energy and water consumption;
- The procurement of green rental fleet;
- Working closely with our suppliers acquire accurate, reliable data on products to make informed procurement decisions and share with our customers;
- Employee and supplier training;
- The selection and use of company cars and commercial vehicles;
- Reducing business travel where possible;
- Continued financial support to outstanding conservation projects.

Further reading of our initiatives to mitigate our environmental impacts can be found [here](#).

The policy is reviewed annually to ensure its effectiveness.

Signature	 _____
Name	<u>Anna Bielby</u>
Position	<u>Chief Executive Officer</u>
Date	<u>1 December, 2023</u>