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<b>Author</b>	Jessica Parkhouse
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## Introduction

Bytes Software Services (Bytes/Company) recognises the importance of mitigating the environmental impact of its operations. The Company is committed to sustaining a balance between its business activities and environmental protection. To address these concerns, Bytes has implemented an environmental management system (EMS) and is committed to operating responsibly.

## Purpose

The purpose of this Policy is to acknowledge that Bytes' operations could impact air and water quality, generate waste and consume natural resources. Therefore, the Company emphasises the importance of environmental protection and sustainability. Bytes ensures compliance with all relevant environmental regulations, legislation and approved codes of practice. Additionally, the Company aims to maintain good relations with all regulatory bodies and encourages our suppliers to adhere to these standards as well. This Policy provides a framework for setting and reviewing environmental objectives and targets.

## Key Objectives

- Achieve our net-zero emissions goal by encouraging the use of electric cars and other sustainable practices.
- Annually report our carbon emissions while sustaining SBTi targets and achieving 90% GHG emissions compliance by 2041.
- Continually improve and sustain ISO 14001 certification and monitor suppliers' ESG and CSR commitments to support Bytes and meet customer expectations, in alignment with NIS2 requirements for enhanced cybersecurity and resilience.
- Elevate our EcoVadis rating from Silver to Gold.
- Create long-term value for Bytes and our stakeholders by addressing challenges facing businesses, society and the planet.

## Scope

Bytes' Environmental Policy Scope underpins our strategic vision, ISO certifications, Systems Manual, KPIs, supplier/vendor management, Corporate Social Responsibility (CSR), EcoVadis rating, NIS2 compliance and SBTi targets and initiatives. This Policy reflects our unwavering commitment to achieving net-zero by FY2041 and promoting a sustainable, responsible business environment. It is communicated to all employees via Compass, shared with suppliers and subcontractors and made publicly accessible upon request through our Company Website.

## Key Terms

<b>Environmental Impact</b>	Any change to the environment, whether adverse or beneficial, resulting from an organisation's activities, products or services.
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<b>Nature Resources</b>	Materials or substances such as water, minerals, forests and fossil fuels that occur in nature and can be used for economic gain.
<b>Sustainability</b>	Satisfying current needs without hindering future generations' ability to meet theirs.
<b>UN Sustainable Development Goals</b>	The 17 SDGs, set by the UN in 2015 to be achieved by 2030, address global challenges like poverty, inequality, climate change, environmental degradation, peace and justice.
<b>Environmental, Social and Governance</b>	ESG standards measure an organisation's impact and help investors evaluate behaviour and predict financial performance. ESG captures non-financial risks and opportunities, enhancing sustainability, reputation and regulatory compliance.
<b>Corporate Social Responsibility</b>	Balances social and environmental concerns with economic goals to contribute to societal well-being.
<b>Environmental Management System</b>	A framework for achieving environmental goals through ongoing review, evaluation and improvement of performance.
<b>ISO 14001</b>	An internationally recognised standard for EMS. It provides a framework for organisations to improve their environmental performance, minimise impact, comply with laws and achieve environmental objectives.
<b>EcoVadis</b>	A global provider of sustainability ratings, helping businesses assess and improve their ESG performance.
<b>Network and Information Security Directive 2</b>	<p>NIS2 is an EU-wide legislation designed to enhance cybersecurity across the EU. Building on the original NIS Directive (NIS-D), NIS2 introduces stricter measures to improve the resilience of network and information systems against cyber threats. Its implementation can indirectly benefit the environment by:</p> <ul style="list-style-type: none"> <li>• <b>Improving Energy Efficiency:</b> Promoting secure and efficient IT systems, leading to reduced energy consumption and lower carbon footprints.</li> <li>• <b>Encouraging Sustainable Practices:</b> Fostering the adoption of renewable energy sources and environmentally friendly technologies.</li> <li>• <b>Reducing E-Waste:</b> Extending the lifespan of IT equipment, thereby decreasing the need for frequent replacements and reducing electronic waste.</li> </ul>
<b>Carbon Footprint</b>	The total GHGs produced by human activities, expressed in tons of CO2 equivalent.
<b>Greenhouse Gas</b>	Gases that trap heat in the atmosphere, contributing to the greenhouse effect. Common GHGs include carbon dioxide (CO2), methane (CH4) and nitrous oxide (N2O).

<b>Net Zero</b>	The balance where GHG emissions equal removals, resulting in no net increase in atmospheric levels.
<b>Science Based Targets Initiative</b>	Focuses on corporate climate action, helping companies and financial institutions combat the climate crisis. It provides a clear path to reduce GHG emissions, aiming to limit global warming to 1.5°C. SBTi defines the necessary reductions and timelines for businesses to meet the Paris Agreement goals and achieve net-zero emissions by 2050.
<b>Renewable Energy</b>	Energy from sources that are naturally replenishing, such as solar, wind and hydroelectric power. Transitioning to these sources reduces reliance on fossil fuels and lowers GHG emissions.
<b>Waste Management</b>	The collection, treatment, recycling and disposal of waste to minimise environmental impact.

## Policy

It is Bytes' declared Policy to carry out all measures reasonably practicable to meet, exceed or develop all necessary or desirable requirements and continually improve environmental performance through the implementation of the following:

### Assessment and Improvement:

- Assess and regularly re-assess the environmental effects of the Company's activities, objectives and targets to drive continuous improvement.
- Monitor and measure Bytes' environmental performance regularly to ensure progress towards our goals.

### Waste and Energy Management:

- Minimise the production of waste and material wastage.
- Minimise energy wastage.
- Promote the use of recyclable, sustainable and renewable materials.
- Manage the disposal of waste materials responsibly.

### Pollution Control:

- Reduce and/or limit the production of pollutants (CO<sub>2</sub> emissions) to water, land and air.
- Comply with all relevant environmental legislation and regulations.
- Reduce carbon footprint.

### Training and Awareness:

- Provide training and resources to employees to enhance their understanding of environmental issues and responsibilities.
- Foster a culture of environmental awareness and responsibility.

### Communication and Engagement:

- Communicate our Environmental Policy and performance to stakeholders including employees, customers, suppliers and the community.
- Encourage feedback and participation in our environmental initiatives.

**Emergency Preparedness:**

- Develop and maintain procedures to respond to environmental emergencies and incidents.
- Regularly test and review Bytes’ emergency response plans.

**Risk Minimisation:**

- Minimise the risk to the general public and employees from operations and activities undertaken by the Company.

## Lines of Responsibility

<b>Managing Director</b>	Communicates annual objectives and KPIs to ensure clear targets and accountability. Fosters a culture of environmental responsibility throughout the organisation, encouraging all employees to engage in sustainable practices. Additionally, the MD ensures that environmental commitments are reflected in the Supplier Code of Conduct, which is reviewed annually to remain up-to-date and effective.
<b>Employees</b>	Environmental care is integral to all our activities and is everyone’s responsibility at Bytes. All employees are expected to adhere to this Policy and contribute to its objectives.
<b>Facilities Team</b>	Responsible for maintaining accurate and current waste disposal records, including details on waste types, quantities and disposal methods. They also identify opportunities to reduce waste and enhance recycling and waste management practices.
<b>Suppliers</b>	Suppliers must ensure products are ethically sourced and Fairtrade when possible. They should reduce carbon emissions, minimise waste, promote renewable resources and align with Bytes’ CSR goals by maintaining high environmental and social standards.
<b>Quality &amp; Environmental Officer</b>	Facilitates the annual ISO 14001 audit, drives corrective actions and continuous EMS improvements, and ensures the Environmental Policy is reviewed annually.
<b>Group Sustainability Manager</b>	Coordinates and develops environmental and social reporting, activities, policies, communication and compliance across the Group. Develops and reports on carbon reduction targets and progress. Manages annual disclosures through CDP, SBTi, ESOS, ISS and the Annual Report and Accounts. Chairs the Sustainability SteerCo. Delivers initiatives such as carbon literacy training and engages with stakeholders on company sustainability-related activities.