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## Introduction

Bytes Software Services (Bytes/Company) is committed to protecting the environment and managing its environmental impacts responsibly, sustainably and transparently. We are dedicated to complying with applicable environmental legislation, regulations, and approved codes of practice. To support these commitments, the company has implemented an Environmental Management System (EMS) to guide continual improvement in environmental performance.

## Purpose

The purpose of this policy is to outline how Bytes identifies and manages the environmental impacts associated with its operations, including effects on air and water quality, resource consumption and waste generation. It establishes the Company's commitment to environmental protection, compliance with applicable environmental obligations and continual improvement of environmental performance. This Policy also provides the framework for setting, reviewing and achieving environmental objectives within the EMS.

## Key Objectives

- Annually report our carbon emissions, sustain SBTi-aligned targets and achieve 90% GHG emissions compliance by 2041.
- Achieve our net-zero emissions goal by encouraging the use of electric cars and other sustainable practices.
- Continually improve and maintain 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 environmental and societal challenges.

## Scope

This Policy applies across the Company and underpins our strategic vision, ISO certifications, Systems Manual, KPIs, supplier and vendor management, CSR commitments, EcoVadis rating, NIS2 compliance and SBTi-aligned targets. It reflects our commitment to achieving net-zero by FY2041 and to managing our environmental responsibilities in a sustainable and accountable manner. This Policy also establishes our commitment to maintaining positive relationships with regulatory bodies and encouraging our suppliers to uphold the same environmental standards. It is communicated to all employees through Compass, shared with suppliers and subcontractors, and made publicly accessible upon request via our Website.

## Key Terms

<b>Environmental Aspect</b>	Any element of an organisation's activities, products or services that can interact with the environment – whether positively or negatively.
<b>Environmental Impact</b>	The change to the environment - whether adverse or beneficial - resulting from an environmental aspect.
<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>Corporate Social Responsibility (CSR)</b>	Balances social and environmental concerns with economic goals to contribute to societal well-being.
<b>Environmental, Social and Governance (ESG)</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>Environmental Management System (EMS)</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>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>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></ul>

- **Reducing E-Waste:** Extending the lifespan of IT equipment, thereby decreasing the need for frequent replacements and reducing electronic waste.

<b>Carbon Footprint</b>	The total GHGs produced by human activities, expressed in tons of CO2 equivalent.
<b>Greenhouse Gas (GHG)</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>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>Net Zero</b>	The balance where GHG emissions equal removals, resulting in no net increase in atmospheric levels.
<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' policy to implement all reasonably practicable measures to meet or exceed applicable requirements and continually improve our environmental performance. We do this through the following commitments:

### Assessment and Improvement:

- Assess and periodically review the environmental aspects and associated impacts of the Company's activities.
- Monitor and measure environmental performance to evaluate progress and inform further enhancements to our EMS.

### Water, Waste and Energy Management:

- Promote the use of recyclable, sustainable, and renewable materials.
- Minimise material wastage, waste generation, and wastewater production through efficient resource and materials management.
- Use water responsibly by monitoring consumption and aligning usage with Group targets.
- Reduce energy consumption by promoting responsible, efficient, and sustainable use of energy across operations.

- Ensure the responsible handling, segregation, and disposal of all waste materials - including general waste, recyclables, and hazardous waste - in accordance with legal and environmental requirements.

**Pollution Control:**

- Prevent and reduce pollution arising from the Company’s activities, including emissions to air, water, and land.
- Reduce GHG emissions and support ongoing carbon reduction initiatives. -reduction initiatives.
- Comply with all applicable environmental legislation, regulations, and other relevant requirements.

**Training and Awareness:**

- Provide employees with appropriate training and resources to ensure they understand their environmental responsibilities and the impacts of their activities.
- Promote a culture of environmental awareness and accountability across the Company.

**Communication and Engagement:**

- Communicate this Environmental Policy and performance information to employees, customers, suppliers and other stakeholders.
- Encourage engagement and feedback to support participation in environmental initiatives.

**Emergency Preparedness:**

- Develop and maintain procedures to enable an effective response to environmental incidents and emergencies.
- Regularly test and review the Company’s emergency response plans to ensure their ongoing effectiveness.

**Risk Minimisation:**

- Identify, assess and manage environmental risks through appropriate risk assessments and maintenance of relevant risk registers.
- Minimise risks to employees, contractors, visitors and the general public arising from the Company’s operations and activities.

**Lines of Responsibility**

<b>Managing Director</b>	Defines and communicates annual environmental objectives and KPIs, ensuring clear direction and accountability, and promotes a culture of environmental responsibility and sustainable practices across the Company.
<b>Group Sustainability Manager</b>	Provides strategic oversight of environmental and social sustainability across the Group, leading carbon reduction setting and monitoring, managing key sustainability disclosures, chairing the Sustainability SteerCo, and driving Groupwide initiatives and stakeholder engagement.-reduction targets,

manages key sustainability disclosures, chairs the Sustainability -wide initiatives and stakeholder engagement.

**Quality & Environmental Officer** Oversees the effective operation of the EMS, leads the annual ISO 14001 audit and policy review, and drives corrective actions and continual improvement across the Company.

**Facilities Team** Maintains accurate waste disposal records, including waste types, quantities, and disposal methods; identifies opportunities to reduce waste and enhance recycling and waste management practices; and supports carbon emissions reporting.

**Employees** Environmental care is integral to our operations at Bytes, and every employee is expected to uphold this policy and actively contribute to achieving its objectives.

**Suppliers** Suppliers must ensure ethical sourcing, including the use of Fairtrade options where possible, and are expected to reduce carbon emissions, minimise waste, promote renewable resources, and maintain high environmental and social standards consistent with Bytes' CSR objectives.

## Supporting Documentation

- [POL047 - Quality Policy.pdf](#)
- [POL058 - Supplier Code of Conduct.pdf](#)
- [BTG Waste and Water Policy.pdf](#)