

Environment Policy

Approved by: Guy Wakeley

Date reviewed: 8th September 2025



Contents

Introduction.....	3
Scope.....	3
Our Commitments.....	3
Environmental Targets.....	4



Introduction

Reconomy is an international circular economy specialist that combines technology, skills and incredible people to build sustainability 'loops' that create circular opportunities for business. We do this through a tech enabled, people-powered approach that helps our customers better manage their resources, reduce waste, optimise their supply chains, and contribute in a meaningful way towards the circular economy.

It's not just about doing good; it's about doing good business for others as well as ourselves. That means combining ethical and sustainable practices, with sound future-proofed business strategies.

Reconomy recognises its responsibility towards the protection of the environment, it is of the utmost interest to reduce the environmental impact of all our operations by reducing the direct impact of the services we deliver and by reducing the impact of our clients' activities.

We are also committed to the prevention of pollution and to the wider protection of the Environment through the way in which we provide services to our clients, our partnerships with suppliers and our own Environmental conduct. We set specific corporate objectives, constantly aiming to improve our performance. We believe in applying the same standards to our own office environments where we have set environmental objectives.

Scope

This policy applies across Reconomy, to all our business brands.

Our Commitments

This policy outlines our commitment to preventing pollution and minimising the environmental impact of our operations. To ensure the effective management of activities with the potential to affect the environment, Reconomy will:

- Comply with, and where possible exceed, relevant environmental and operational legislation relating to the company's activities and their environmental aspects.
- Set up procedures to assess the environmental impact of our operations and develop programmes, that enable us to continually improve environmental performance, through using the best practical environmental options for established annual priorities.
- Regularly review our Environmental Aspects to identify potential environmental risks to our business. Our considerations will include pollution prevention, waste management (reduce, re-use, recycle strategies), natural and material resource consumption, and ensuring energy efficiency practices
- Develop and implement programmes to ensure environmental objectives and targets are achieved and providing the financial and physical resources required for their achievement, to reduce its environmental burden to as low as is reasonably achievable
- Prevent pollution through setting objectives and targets that focus on waste, energy consumption, raw material uses and transport.



- Commit to Continually improve and regularly review both environmental performance and effectiveness of the environmental management system.
- Inform and train our employees to consider the environmental issues associated with their role, assist them with their specific environmental responsibilities and encouraging them to participate in and contribute to environmental initiatives.
- Respond promptly and effectively to environmental incidents and implement appropriate corrective actions.
- Ensure that new processes, or change to existing operations, are assessed, and approved prior to introduction, taking into account any environmental effects and minimising their impact.
- Review and renew this Environment Policy on an annual basis, to ensure that it remains properly aligned to the need to reduce waste and encourage the most effective utilisation of scarce resources. Responsibility for implementing this Environmental Policy Statement rests with the Directors. The management team endorses this policy and is fully committed to its implementation.
- Make this Policy available to all interested parties on our website, and to communicate this Policy to all employees
- Ensure openness of our environmental activities with stakeholders including employees, customers, partners, sub-contractors, regulators, and other interested parties.
- Assess the environmental performance of our supply chain.
- Reduce our carbon footprint in line with our commitment to ISO14064-1 through a variety of low carbon initiatives

Environmental Targets

These are the key environmental targets used to implement our sustainability strategy and policy.

Strategic Aim	Objective	Target	Responsible	Goal year
Tackling climate change	Measure and reduce our Scope 1 and 2 carbon	Reconomy commits to reduce absolute Scope 1 and 2 GHG emissions to 33.6% by 2028, from a 2021 base year	Group Sustainability and Business Leads	2028
	Reduce direct carbon from 2021 baseline in the near term (2028)	Reconomy also commits to increase active annual sourcing of renewable electricity from 86% in 2021 to 100% by 2028	Group Sustainability and Group Procurement	2028

Net positive impact	Measure, report, and reduce full Scope 1, 2, and 3 carbon	Reconomy further commits to reduce Scope 3 GHG emissions 44% per USD ¹ value added within the same timeframe	Group Sustainability, Procurement and Business Leads	2028
	Aim for net positive environment	Implement Climate and Nature Positive Strategy and each brand to have a Reconomy Environmental Action Plan (REAP) in place	Group Sustainability and Business Leads	2025
	Move industry towards the circular economy	Measure and then increase tonnage reused/circular vs total	Group Sustainability and Business Leads	2028
	Continue to work towards zero waste and reduce recovery rates	Measure and reduce % recovered	Group Sustainability and Business Leads	2028
	Work with customers and suppliers to reduce materials used (minimise waste)	Tonnes waste avoided vs Turn Over (to normalise)	Group Sustainability and Business Leads	2028

The majority of Reconomy activities are located at office environments therefore water, material, land usage, land impact, pollution (air, chemicals, noise, smell, and water) and biodiversity are not directly material. However, where operation environments differ this will be assessed, and we will carry out work with consideration for the local community and ecology and to ensure pollution is prevented.

Reconomy recognise that water is a finite resource, we are committed to putting plans in place to measure and minimise water use in our properties. We also understand that we face a biodiversity emergency and are committed to developing plans and investment that benefits biodiversity.

Signature:

¹ Gross profit.





Name: Guy Wakeley
Position: Chief Executive Officer
Date: 8th September 2025

