

## Environmental & Sustainability Policy

Alcema, Alcema Construction & Alcema Fire Safety Limited recognises that its business activities interact with the environment in a variety of ways. These activities have an impact in the key areas of:

- Raw material use
- Energy use
- Waste management
- Employee training and support
- Land use & ecology
- Pollution management
- Transport & vehicle movements
- Health & wellbeing

The company recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, be a responsible neighbour and to provide a comfortable environment for its employees to work in.

As such, the company is committed to:

- Continual improvement in the environmental impact of its business activities.
- Improving the environmental benefits provided by its products/services.
- Preventing pollution within the Head Office and operational site locations.
- Complying with all relevant legal, customer, and other third-party requirements.
- Adopting best practices applicable to its activities wherever it is practical to do so.

The company will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System that is independently certified as compliant with ISO 14001: 2015.
- Employing processes that identify the aspects of the Company's business that have an environmental impact and quantifying the significance of each aspect.
- Setting objectives for reducing our environmental impact and maintaining an environmental performance improvement programme to enable them to be achieved.
- Ensuring that our employees, suppliers, and customers are aware of any support required by them to support the Company's commitments and environmental objectives.
- Training our employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives.
- Continually monitoring the environmental impact of our business activities.
- We have appointed a Champion whose role it is to ensure that management set appropriate goals and objectives to ensure we meet the commitments defined in our Policy. We have ensured our Champion has sufficient influence in the company, he reports to the Managing Director ensuring that policy issues are taken seriously, acted upon both initially and if they arise after contract/service implementation.
- Undertake an environmental impact audit on any new project before work is commenced to ensure that the project is delivered in accordance with our Environmental Policy. A copy of that report to be provided to the Environmental Champion.
- Ensure that all Staff, Operatives and Contractors are aware of their responsibilities as defined in our policy and a system is established to carry out random inspections of sites to secure compliance.
- Ensure that the 'Take back schemes' under our "Buy Recycled" policy are implemented and ensure that all purchases are examined with a view to identifying recycled options.

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Owner <b>Jason Spencer</b>	Approved by <b>Allan Kyte</b>	Date <b>09/09/2025</b>	Version <b>1.9</b>	Page 1	

## Our Objectives

1. Alcema, Alcema Construction & Alcema Fire Safety Limited will wholly support and comply with or exceed the requirements of current environmental legislation and codes or practice. We will strive to adopt the highest possible environmental standards in all our operations, wherever these are located. We will also endeavour to ensure that clients work to our operational standards.
2. Alcema, Alcema Construction & Alcema Fire Safety Limited is committed to taking environmental impact into account in delivering services to our clients. Our objective is to minimise energy and water usage in order to conserve supplies and lessen our consumption of natural resources. We will as far as possible purchase products, services and plant that reduce any negative impact on our environment.
3. Alcema, Alcema Construction & Alcema Fire Safety Limited will operate and maintain company vehicles with due regard to the environmental issues as far as is reasonably practical and encourage the use of alternative means of transport and car sharing as appropriate.
4. Alcema, Alcema Construction & Alcema Fire Safety Limited will minimise the waste produced in all parts of our business and reuse or recycle as much as possible and encourage similar environmental standards to be achieved by all third parties involved with our business.
5. We recognise that our business activities interact with the environment in a variety of ways and that our everyday actions consume energy and produce carbon emissions. In conjunction with our reduction measures we have adopted carbon offsetting and are looking to support projects around the world, which reduce carbon emissions through avoidance measures, clean/renewable energy generation, combatting climate change and sustaining our environment for future generations.
6. To continue to work towards and in compliance with PAS2080 Carbon Management in Infrastructure.
7. Alcema, Alcema Construction & Alcema Fire Safety Limited is committed to decarbonising the business in line with the UK Government Net Zero target by 2040.
8. To work in accordance with the Climate Act 2008 and the Climate Change and Sustainable Energy Act 2006 and play our part in reducing the UK's net emissions of greenhouse gases by 100% relative to 1990 levels by 2050.
9. To report and demonstrate improvements on our GHG emissions, energy usage and energy efficiency initiatives against the Streamlined Energy and Carbon Reporting (SECR) framework.
10. At Alcema, Alcema Construction & Alcema Fire Safety Limited, we believe that effective management of our Supply Chain is a critical part of our commitment to providing services that reduce any negative impact on the environment. We will seek suppliers and service providers who have high standards of environmental performance and are offering products that have reduced environmental impacts, and who are actively seeking to maximise the proportion of sustainable materials used. Our sustainable procurement commitment below provides more information on this.
11. Alcema, Alcema Construction & Alcema Fire Safety Limited aim to provide appropriate environmental training for our Staff and Contractors, promoting the inclusion of environmental considerations in all aspects of their work. Further, we will ensure all Staff and Contractors understand our environmental policy and encourage their involvement in ensuring that our services are delivered in accordance with that Policy.
12. It is our intention to communicate openly and consult with any interested parties on environmental issues i.e., the local community, regulators, suppliers, and clients and include environmental briefings in team meetings to raise awareness of issues.

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## Sustainable Procurement

Alcema, Alcema Construction & Alcema Fire Safety Limited is committed to specifying and procuring construction products in line with the BREEAM UK New Construction 2018 Mat 01 Environmental impacts from construction products - Building life cycle assessment (LCA), Mat 02 Environmental impacts from construction products - Environmental Product Declarations (EPD) and Mat 03 Responsible sourcing of materials methodologies. Where feasible, construction products with a lower environmental impact, specifically embodied carbon, over the life cycle of the building will be favoured over similar products with higher embodied carbon. Where available and feasible, products that hold a valid 'third party' certified EPD and responsible sourcing certifications, such as BES 6001, will be favoured. All timber and timber-based products used on our projects will be either Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certified and meet the UK government's definition of legally harvested and traded timber.

Alcema, Alcema Construction & Alcema Fire Safety Limited takes staff (both full-time and temporary) health and wellbeing seriously. Therefore, harmful materials and chemicals, such as formaldehydes, isocyanates, lead, mercury, or arsenic based products, among others, will be avoided at all costs to reduce harm to our staff and the environment. Where harmful materials cannot be avoided, a Materials Justification Form must be completed by the design or contractor team to seek approval from Alcema, Alcema Construction & Alcema Fire Safety Limited prior to use.

## Commitment to achieving Net Zero

This is possibly the most important decade in the history of humankind to keep average global temperatures from rising beyond 2 degrees Celsius.

Alcema, Alcema Construction & Alcema Fire Safety Limited, together with many actors operating in the building industry, are committed to take climate action to drastically reduce their carbon footprint. This will benefit not only the collective good but also the resilience of the business in the face of climate related risks, regulatory obligations, and competition, leading to opportunities for growth that is decoupled from carbon emissions.

Our Decarbonisation Plan sets realistic yet ambitious targets for Alcema, Alcema Construction & Alcema Fire Safety Limited to reach Net Zero for Scope 1 & 2 emissions by 2040, in line with guidance by the Science-based Targets initiative (SBTi). It also seeks to address Scope 3 emissions through supply chain engagement and collaboration.

## General

- Separate bins for wastepaper and other recyclables to be collected for recycling.
- Eliminating use of disposals and single-use plastics such as paper/plastic cups by using china or other, permanent material cups.
- Identifying current waste products from business and recycling or replacing as appropriate such as glass bottles, plastic containers.
- Wherever reasonable, practical, and hygienic to do so; reduce the unnecessary waste of water as water is a precious resource.
- Pollutants and waste chemicals to be disposed in accordance with legislation.
- Copies to be double sided wherever practicable – replace photocopiers which do not double side copy.
- Energy Saving measures such as: replacing all existing light fittings with energy efficient units, turning off lights when rooms are left empty, introducing time switches where appropriate to control heating, lighting, and air conditioning and optimising office management systems.
- Staff training for energy efficient lifestyles, to reduce homeworking emissions.
- Established a company process that prioritises the use of video conferencing.
- Exploration of low emission plant equipment to reduce on-site emissions.
- Set up a process for the electrification of all on-site processes.

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- Set up a process to expand Alcema, Alcema Construction & Alcema Fire Safety Limited's green vehicle fleet.

**Local Agenda**

Whilst working with Clients in delivering Alcema, Alcema Construction & Alcema Fire Safety Limited's services across the country, we are very conscious of diverse needs of the local socio-economic community. In terms of Sustainability, we do not limit this to Environmental issues but are proud to be an employer of local residents within the area, creating jobs, and thus wealth and social value for local people. We require our Staff to have a good local knowledge and as a result it makes economic sense to employ residents from the local or surrounding areas. The benefits to our Staff are reducing their travel time, reducing their carbon footprint, and maintaining a healthy work/life balance.

**Supply Chain**

Where possible, Alcema, Alcema Construction & Alcema Fire Safety Limited look to support our local business community, using local Suppliers if there are any purchasing requirements or services for our contract delivery. This reduces logistics, travel times and packaging, and ultimately reduces our environmental impact.

The implementation of this Environmental and Sustainability Policy is fundamental to the success of the company's business and must be supported by all employees as an integral part of their daily work.

This policy applies to all employees of Alcema, Alcema Construction & Alcema Fire Safety Limited and is publicly available to interested external parties upon request.

Signed



Jason Spencer, MD, Alcema, Alcema Construction & Alcema Fire Safety Limited

Review Date: 09/09/2025

Next Review: 09/09/2026

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