

Sustainability Policy Statement

Aims and Objectives

Ganymede Solutions is committed to promoting sustainability which it classifies as 'the extent to which its operations are sustainable in regard to environmental and climate impact, supply chain and marketplace issues, social impact and employment practices'. Promoting a broader sustainability agenda is integral to Ganymede's activities and the management of the organisation.

We aim to follow and to promote good sustainability practice, to enable our activities to be sustained without detrimental impact to community, environment, or global society. We are also committed to providing our clients and stakeholders with advice and supporting them to promote sustainable practices within their own organisations.

The key objectives of our Sustainability Policy are:

- To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice
- To integrate sustainability considerations into all our business decisions, including procurement, operational planning and fleet management
- To ensure all staff understand this Policy, receive appropriate training and are committed to implementing and continually improving our sustainability performance
- To minimise the environmental impact of all office, operational and transportation activities
- To make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices
- To review, annually report, and to continually strive to improve our sustainability performance

Environmental Impact

- Comply with our environmental policy and our ISO14001 environmental management system
- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive
- Avoid physically travelling to meetings where alternatives are practical, such as using teleconferencing, video meetings
- Timing several meetings in one location to avoid multiple trips
- Support alternative working arrangements, including home working to reduce travel demand
- Promote the use of public transport by locating our offices in accessible locations
- Use an emissions recording scheme for business travel to monitor our impact
- Reduce office resource use (paper, energy, general consumables) and maximise reuse and recycling, including PPE and redundant equipment.
- Select energy-efficient office equipment and promote responsible consumption of resources.

Fleet Sustainability and Transportation Commitments

- Select the most appropriate and environmentally efficient vehicles for operational needs and set targets for ongoing fleet transition.
- Use vehicle telemetry and other monitoring tools to improve fuel efficiency and promote safe, efficient driver behaviour.
- Plan routes and journeys to minimise fuel use, congestion, and environmental impact.
- Reduce unnecessary travel by maximising vehicle occupancy, avoiding idling, and encouraging the use of recycled vehicle parts where appropriate.
- Support staff to use sustainable travel options, including walking, cycling, public transport, and remote meeting technology where practical.
- Recruit locally to long-term work sites where possible to reduce travel distances.
- Continuously monitor and review fleet and travel performance, including fuel use and emissions, to identify opportunities for improvement.

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Supply Chain and Market Place

- Promote ethical and sustainable procurement and ensure a continuous improvement in procurement decisions
- Avoid adverse social and environmental impact in the supply-chain
- Purchase products that meet recognised environmental standards
- Ensure that products bought are bought from firms with set employment rights (the rights to freely choose employment, freedom of association, payment of a living wage, working hours that comply with national laws, equal opportunities, recognised employment relationship, and a safe and healthy working environment.)

Community Investment and Social Impact

- Undertake voluntary work with the local community and / or environmental organisations
- Make donations or offsetting contributions to mitigate our emissions
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients
- Include a copy of our Sustainability Policy in all our proposals to clients
- Allow our employees to donate their time to support charitable causes and community causes
- Select a charity to support, in consultation with employees on a biennial basis

Employment Practices

- Support employee initiatives which promote the health and wellbeing of our employees
- Sequentially review employee performance and contracts to ensure that we provide a fair wage for staff which reflects the environment in which they work
- Provide our staff with contractual terms which represent reasonable minimum standards
- Provide support for grievances, family issues to provide a flexible and diverse working environment
- Promote the benefits of adopting fair and sustainable employment practices to our supply chain
- Promote diversity, equality and inclusivity (see policy)

Date of Issue: 05/03/2026

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