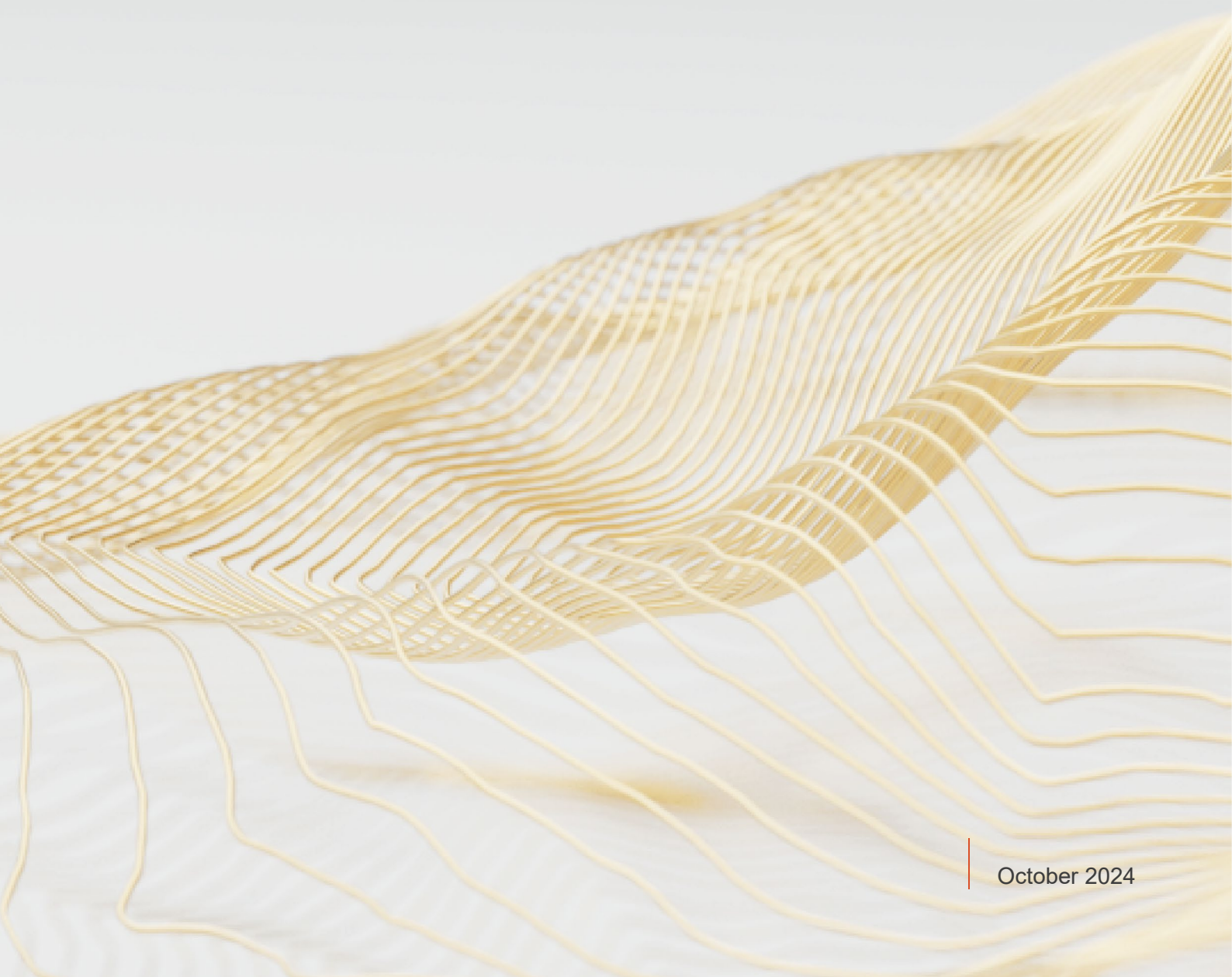


gleeds

# Environmental Policy Statement



October 2024

# Environmental Policy Statement

**Gleeds is committed to reducing its environmental impact and using our influence as a leading property and construction consultant to help our clients to improve their performance.**

We understand the potential environmental impact of our operations and the advice we provide to our clients and have adopted robust processes to reduce them.

We recognise our responsibility to reduce negative impacts arising from our activities and make a positive impact where possible.

## Scope

This policy covers our key operations and all the services we provide. Our policy applies globally to all of Gleeds' locations.

## Management and Governance

We will comply with all applicable environmental legislation, statutory and non-statutory guidance and client and stakeholder requirements.

We have implemented an environmental management system (EMS) with independent certification against ISO 14001:2015 in the UK, Czech Republic and Slovak Republic, aiming to expand this further in 2025.

Our EMS is fully integrated into our corporate and project management processes and procedures to enable the commitments in this policy.

We are committed to continually improving our management system to improve our performance.

We will provide training through seminars, briefings and structured courses to communicate our commitments and enable our employees to adopt this environmental policy.

This policy is sponsored by the Gleeds Group Board. The Group Board will allocate sufficient resources to meet the policy objectives.

This policy will be reviewed annually.

## Net zero carbon

We aim to reduce our carbon emissions across Scope 1, 2 and 3 by 46.2% (compared to our 2019 baseline) by 2030.

We aim to reach Net-zero carbon by 2040.

We will report our annual Scope 1, 2 and 3 carbon emissions in line with our commitments validated by the Science Based Targets Initiative on [www.gleeds.com](http://www.gleeds.com)

We aim to reduce our indirect carbon emissions generated through business operations, including travel.

We will continue to influence our clients, suppliers and regulators to achieve net zero carbon emissions, and will provide advice to support their activities.

We will continue transitioning our offices to renewable electricity, backed by certificates of origin, by 2027.

## Single use plastics

We will measure and report our waste production across all our operating locations.

We aim to eliminate the use of single use plastics in our operations by 2026.

We will use our influence to drive the elimination of single-use plastics in the construction sector.

## Beyond our operations

We recognise that we can deliver greater environmental benefits through the advice we provide than we can by simply managing our direct impacts. The principles of this policy will be embedded in the advice we give to our clients and the projects we deliver. Our employees will be provided with the skills and knowledge to enable them to create a positive environmental impact on the projects that they support.

Graham Harle



CEO, Gleeds



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