

4.16 SUSTAINABILITY POLICY

1. General Statement

We are committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to our professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same. We recognise that businesses can have a negative impact on the environment. We are committed, and enjoy, finding ways in which we can reduce the impact of our work both in the office and when work takes us away from the office.

2. Our Sustainability Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations & codes of practice.
- To integrate sustainability considerations into all our business decisions.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all office and transportation activities.
- To make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices.
- To review, and to continually strive to improve our sustainability performance.

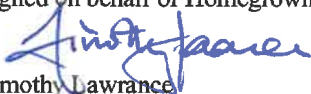
3. It is our policy to:

- Minimise our use of paper and other office consumables, for example by double-siding all paper used, sending invoices and quotes via email as PDF files and identifying opportunities to reduce waste.
- Purchase products made with recycled paper. For example, paper towels, envelopes, printer paper where practical.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping, making use of low energy light bulbs throughout and ensuring that computers are shut down after work.
- Seek to purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources.
- Purchase products with a lower environmental impact. For example, environmentally safe soaps, detergents, oils and herbicides such as Ecoplug use.
- Ensure that timber furniture and any other timber products are recycled or from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified.
- Use low impact transport for travel to and from work and travel for business. For example, we encourage staff to carpool and plan multiple occupancy of commercial vehicles/vans.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email.
- Purchase fair-trade and/or organic beverages.
- Recycle as much waste material as possible.

In short, for us sustainability means being a responsible and efficient business.

This policy will be regularly reviewed (minimum annually).

Signed on behalf of Homegrown Timber Group



Timothy Lawrence
Managing Director
June 2023

Review Date: June 2024