

## UNLIMITED ENVIRONMENTAL POLICY

UNLIMITED is an insight-based, tech-enabled, integrated agency group which understands the impact that business can have environmentally and socially and how good governance can underpin a positive impact of businesses on society. UNLIMITED is committed to being a responsible and ethical business, integrating environmental sustainability, social values and good governance into all that we do.

UNLIMITED's environmental mission is to ensure environmental responsibility is at the forefront of our business, protecting the planet and its resources. We will act to minimise our greenhouse gas emissions, take measures to reduce the environmental impact of our operations, and proactively address climate change through the work we do with our clients and partners.

Therefore, UNLIMITED is committed to developing a culture of corporate environmental responsibility which involves the following:

- embedding environmentally responsible practices into the way we work;
- integrating sustainability considerations into all our business decisions;
- ensuring staff are fully aware of our Environmental policy and are committed to implementing and improving it;
- encourage staff awareness and engagement with environmental responsibility in both the business and personal lives.
- complying with all the legislation, regulations, and other compliance obligations that UNLIMITED's policies dictate;
- procuring goods and services which will minimise UNLIMITED's environmental impact.

UNLIMITED actively seeks to minimise negative environmental impacts and to promote good environmental practices wherever possible, notably with regards to:

- Climate change and greenhouse gas (GHG) emissions
- Energy efficiency
- Recycling and waste disposal

Awareness of the aspects of our own operations that can have an impact on the environment shall be maintained (e.g. use of electricity, sustainable purchasing choices, waste production, etc).

We shall also endeavour to influence others outside of our organisation, especially if there is opportunity within services provided for alternatives to less environmentally damaging options.

Taking into account our significant environmental aspects and the principles laid out by this environmental policy statement, through our management processes we define and monitor environmental objectives and targets and keep continually improving our Environmental Management System (in accordance with the UKAS ISO14001 global standard).

This policy statement is our commitment to environmental management at UNLIMITED and it shall be made available to the public, upon request, and subject to annual review to ensure its continued suitability.



Chris Mellish

Group CEO

Date: 23rd July 2025