

GBUK Environmental and Sustainability Policy

Our Commitment

GBUK Group is committed to protecting the environment, preventing pollution, and safeguarding the planet for future generations. We will meet and, wherever possible, exceed all applicable legal, regulatory, and other environmental requirements relevant to our operations. We are dedicated to the continual improvement of our Environmental Management System, ensuring that our activities, products, and services minimise environmental impacts, make responsible use of resources, and promote a culture of sustainability across everything we do.

We aspire to lead by example in the medical device manufacturing sector, working in partnership with our employees, customers, suppliers, and communities to achieve our environmental goals. Through innovation, responsible business practices, and an unwavering commitment to net zero, we will reduce waste, lower our carbon footprint, and enhance environmental performance year on year.

Scope of the policy

This policy applies to all employees, agency staff, contractors, and visitors to GBUK Group HQ site. It will be available to the public, and explicitly communicated wherever necessary to our customers, suppliers, and stakeholders, or other interested parties, who will be asked to align to this policy or demonstrate how they intend to meet or exceed these standards in their relationship with the GBUK Group.

Aims of the policy

This policy aims to provide a specific focus on environmental and sustainability issues, relevant to the environmental aspects and compliance objectives at GBUK. The GBUK Group aims to be a leader in the medical device manufacturing sector, and this policy will ensure sustainable resource allocation and use to achieve that goal. This policy will also give a focus for the GBUK Group on legal environmental requirements, regulations, and make sure standards are met, and whenever possible, exceed these standards.

This policy will aid The Group by carefully managing resources to reduce pollution, engage in partnerships with local communities and hold responsibility for the local environment, while communicating to stakeholders the obligation to protect the planet, and the future of GBUK.

This policy aims to be comprehensive in scope and inclusive of each business area of the GBUK Group, and to achieve continual improvement to the Environmental Management System and the strategic goals set out by the Management Review:

- *Raise Awareness*
- *Promote Sustainability*
- *Deliver a Net-Zero Service*

Action planning

GBUK are committed to continual improvement regarding our efforts to protect the natural environment. GBUK have set the goals above to enhance sustainability and ESG performance, which will be reviewed regularly to ensure that the goals are being met. Below is a non-exhaustive list of actions to help achieve the objectives.

Raise Awareness

- Implement environmental training plan for all staff.
- Communicate emissions reduction progress to all staff.
- Establish a quarterly Environmental Review.

Promote Sustainability

- Achieve zero waste to landfill.
- Reduce Waste.
- Promote electric vehicles and transport.
- Introduce Environmental Champions
- Engage with business partners' whose Sustainability plan is high priority

Deliver a Net-Zero Service

- Reduce air freight emissions.
- Reduce freight by optimising containers
- Reduce carbon (near term).
- Achieve net zero greenhouse gas emissions across GBUK Group businesses by 2040.
- Increase renewable energy generation and usage.

Who is responsible?

All staff will be responsible for ensuring the success of this policy. While this policy applies to each area of the Group in different ways, it should be read as a base from which to achieve the wider GBUK goals.

- The GBUK Management Board will reinforce this policy through sustainable business planning and strategy.
- All GBUK Group staff support the Environmental Sustainability Team in all its efforts and actively commit to sustainable practices in their activity relevant to the GBUK Group.
- Agency staff and contractors are encouraged to be receptive to the goals and impacts they can have as an individual, and as a representative of a partner organisation.
- Suppliers should consider their production based on a proactive approach to environmental sustainability.
- Customers of the GBUK Group are asked to ensure the responsible use and disposal of GBUK procurements and products and consider the impact of waste.
- Wider stakeholders are asked to align to the GBUK Group Environment and Sustainability Policy, and act in the best interests of the natural environment in their activity relevant to the GBUK Group.

This policy was approved by:

Signed by Mike Geering

 *Mike Geering* | I approve this document
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Mike Geering
GBUK Group CEO

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