

Group Environmental Policy

To build outstanding people, strong customers and great communities.

Programmed recognises that responsible environmental management is an integral element of our responsibility to our clients, the community and other stakeholders.

To achieve Zero Harm to the environment we will:

- ▶ Ensure that all persons who can affect environmental performance are aware of and comply with their environmental responsibilities
- ▶ Commit to meeting our compliance obligations
- ▶ Collaborate with our customers to share sustainability opportunities
- ▶ Undertake to protect the environment including the prevention of pollution and environmental harm
- ▶ Aim to include a life-cycle assessment when procuring goods and services
- ▶ Commit to continual improvement to be achieved by responding to monitored facts and data
- ▶ Commit to planning actions to achieve environmental obligations

This policy applies to all activities undertaken by Programmed

A handwritten signature in black ink, appearing to read "G. Thompson".

Glenn Thompson

Managing Director and Group CEO