

# ENVIRONMENTAL POLICY

STR Limited (“**STR**”) recognises the importance of protecting both the immediate and wider environment in which it operates, and it is committed to minimising its environmental impact across all areas of the business. Although STR is primarily an office-based service provider, we understand that every organisation has a responsibility to reduce its environmental footprint and support sustainability. STR is fully committed to minimising the environmental impact of its operations and to actively encouraging its clients, suppliers, and other stakeholders to do the same.

## Commitment

STR is committed to protecting the environment including the prevention of pollution, reducing its carbon footprint wherever practicable, optimising resource usage and achieving long term sustainability goals. We comply with all relevant legislative, regulatory and other environmental requirements, in order to act in a socially responsible manner.

To support commitment to continuous improvement, as outlined in its Environmental Policy Statement, STR reviews key environmental data each year, such as paper recycling volumes, energy use, and waste reduction. This helps measure progress and identify where improvements can be made.

STR is aware that its business activities result in:

- the use of energy within an office environment including lighting, heating, air conditioning, and electronic equipment;
- the use of paper and other office supplies;
- business travel and commuting-related transport emissions;
- digital emissions associated with data storage and communications;
- general office waste including paper, packaging, and electronic waste;
- water consumption in office facilities.

STR carries out due diligence checks on suppliers, taking into account the nature of the goods and/or services being purchased and the associated environmental risks. Where appropriate, STR considers a supplier’s environmental credentials and encourages them to share STR’s values and to share/adopt STR’s sustainable business practices.

## Responsibilities

Our Group Legal and Compliance Director, HR Director, and Group IT Director are responsible for implementing this policy. However, all employees share responsibility for supporting STR’s environmental objectives and contributing to a sustainable way of working.

To date, STR has taken several steps to reduce its environmental impact, including:

- Working with certified partners to ensure that waste, including confidential documents and electronic items, is disposed of responsibly;

- Reducing plastic waste by minimising single-use plastics and encouraging sustainable alternatives;
- Supporting sustainable transport options, including walking, cycling, car-sharing, electric vehicles, and remote working arrangements;
- Improving energy and water efficiency in our offices by making smart choices, such as turning off air conditioning in unused meeting rooms, installing blackout blinds to help control office temperature, and using technology for example, motion-sensor lights and hot water taps instead of kettles;
- Minimising paper usage by promoting digital communication and secure electronic document management;
- Sourcing, using, and recycling of office supplies and electronic equipment. Where possible, we reuse existing technology by replacing parts, for example, renewing laptop batteries instead of purchasing entirely new devices;
- Considering the environmental impact of business decisions and embedding sustainability into our day-to-day operations such as replacing in-person meetings with virtual ones to reduce travel;
- Informing and encouraging staff at all levels to act in an environmentally responsible way, and providing training where necessary;
- Engaging with the local community through environmental initiatives and supporting ongoing improvements in environmental management;
- Continually monitoring and improving the environmental performance of the business and sharing progress with interested parties;
- Sourcing responsible suppliers who meet our environmental standards and demonstrate sustainable practices.

STR uses Microsoft cloud services; seeking to leverage Microsoft's published sustainability initiatives where possible.

## Continuous Improvement

As part of our commitment to continual improvement, we have achieved the ISO 14001 accreditation. We will regularly review and update this policy to ensure that it remains relevant, reflects, legal and regulatory reform, aligns with best practice and continues to meet the expectations of those STR engages with.

Whilst STR is proud of the steps it has taken so far, we recognise that sustainability requires ongoing vigilance and progression. To ensure compliance and prevent performance drift, we govern our operations using specific targets managed via our Maintenance and Verification Log.

Our core objectives include:

- **Climate Change Mitigation & Energy Efficiency:** Continually mitigate our contribution to climate change by minimising energy waste and tracking office emissions. Where operationally within STR's control, we commit to maintaining 100% renewable electricity and 0% fossil fuel gas usage;



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- **Waste Minimisation & Circularity:** Maintain a 100% certified secure shredding process for confidential paper waste while achieving a minimum 65% diversion of overall office waste from landfill.
- **Sustainable Commuting & Transport:** Continue to encourage sustainable commuting and measure uptake annually with the long-term objective to see a year on year increase in participation.

Progress against these quantitative benchmarks is formally evaluated during our annual management reviews to ensure total transparency and continuous operational alignment.

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|                 |                                                                                                                              |
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| <b>Position</b> | CEO                                                                                                                          |
| <b>Date</b>     | 10 September 2026                                                                                                            |