Environmental Policy Statement

This Policy represents the position of the business on this topic. Compliance with this policy is mandatory through aligning the processes and people that we employ to the behaviours and commitments below.

Synergize Ltd's policy is to reduce the environmental impacts of its business and to operate in an environmentally responsible manner.

To achieve this we will:

- To establish and maintain an Environmental Management System which satisfies the requirements of ISO 14001:2015, all applicable statutory and regulatory requirements, industry best practice and any other Client specific requirements.
- Comply with all applicable environmental legislation, local regulations and to protect the environment.
- Review the environmental impact of all activities and endeavour to minimize identified impact and prevent pollution by using best practice.
- Respect the environmental policies of our clients and not affect the general public as a consequence of our operations.
- Promote in house policies training programme for staff to raise awareness of environmental issues in support of improving the company's environmental performance.
- Review and maintain an environmental management system to identify aspects and impacts arising from our operations and implement appropriate arrangements to manage identified risks.

As a Nominated Director I will:

Commit adequate resources to implement this policy.

- Set objectives, targets and monitor performance of our management systems and where necessary instruct corrective action.
- Provide an 'open door' for any employee to raise environmental concerns.

Progress against these aims will be monitored through our regular management meetings to ensure they remain relevant and appropriate to our business.

Whilst primary responsibility for environmental aspects rests with myself, every employee has environmental responsibilities and is required to comply with the company's policies.

Name	Mark Loftus	Date	26/11/2025
Signature		Position	Managing Director