

## Our Green Charter

The effects of climate change are well documented and it is now clear that only a collective, determined plan to reduce individual and commercial impact on the environment will achieve the global goal of minimising greenhouse gas emissions. Along with other businesses around the UK and the world, Sycamore is making a commitment to reducing its impact on the environment.

Our Charter seeks to reduce the environmental footprint of the Company, to raise awareness of environmental sustainability, and to serve as a catalyst in promoting best practice in sustainable engineering and manufacturing.

We have taken a pledge to achieve Net Zero no later than 2050, as well as targeting a 50% reduction in our emissions by 2030. We are taking immediate and active steps to make this a reality.

We will maintain our ISO 14001 environmental certification and adhere to its requirements, helping us improve our environmental performance through more efficient use of resources and reduction of waste. Environmental awareness training will be provided to all employees.

The Charter encourages employees to take the lead in avoiding unnecessary travel, in the practical use of teleconferencing platforms, and in reducing their carbon emissions in a way that sets a positive example to others.

We will ensure that all events where physical attendance is necessary are organised as sustainably as possible. Effective decisions will be made relating to the number and duration of such events, their location, travel arrangements, accommodation, etc. We will prioritise the location of events that are easily accessible by low-carbon forms of transportation or, where unavoidable, by direct connections.

We have made the commitment that all future Company cars and fleet vehicles will be electric. Those employees with a car allowance will be incentivised to select an electric vehicle over a conventional model. We will install accessible electric vehicle chargers with parking.

We will introduce sustainable objectives that will actively minimise the environmental impact of our projects and promote the sharing of best practice.

We will continue to promote ways in which to improve the environmental performance of our customers and encourage them through our experience and knowledge to meet their relevant environmental objectives.

We will promote green purchasing for all operational and project-related materials and sustainable alternatives to single-use plastics and consumable items, including the use of reusable, recyclable and/or biodegradable alternatives.

The Installation of photovoltaic (PV) panels on the roof of our building allows us to generate green electricity and reduce our reliance on the National Grid.

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*Engineering Peace of Mind*

We are focused on our 'paperless pledge'. We no longer print sales and marketing material for our customers unless it is specifically requested, instead sending brochures out in electronic format only. We have replaced our traditional business cards for electronic versions. The vast majority of our internal and external documentation is set up for digital use, eliminating the need for printing, using electronic signatures.

We will support the use of carbon offsetting in cases where carbon emissions cannot be avoided.

We know that climate change has become a critical topic in recent years and it is clear that we, as human beings, are adding to the strain on our precious planet. Unless there is a shift in mentality, a commitment to reverse some of the damage already done and steps taken to prevent future destruction, things will only get worse.