

PROTECTING OUR RESOURCES, REDUCING OUR IMPACTS

Vertex is committed to being a Sustainable business. We are acutely aware of our impacts on the environment and the wider sustainability agenda. We believe that we have a responsibility to our employees, communities, customers and the environment to operate our business in a sustainable way.

We will lead by example by reducing our environmental impact and promoting sustainability.

The Vertex board understands and is committed to successful implementation of this policy and will continue to provide leadership, support and financial assistance.

GOVERNANCE

As a minimum;

- We comply with all applicable environmental legislation and other requirements, such as approved codes of practice.
- Are committed to the protection of the environment, including prevention of pollution and other compliance obligations.
- Communicate this policy to our staff and to everyone working for or on behalf of Vertex, ensuring they understand the environmental impacts of their job and how to minimise these.
- Raise awareness, encourage participation and train employees in environmental matters.
- Regular, formal reporting of progress to the senior leadership team and relevant stakeholders.
- Be an advocate and assist customers and suppliers to use products and services in an environmentally sensitive way.
- Continue to operate and drive continual improvement of our environmental management system certified to ISO 14001:2015.

ENVIRONMENT, ENERGY AND CARBON

Vertex is committed to minimising its impact on the environment. We will:

- Reduce our carbon emissions to Net Zero.
- Cultivate environmental awareness across Vertex offices and workplaces of the major challenges facing planet Earth and the efforts underway to reduce the environmental impact.
- Proactively reduce our energy and water consumption by implementing energy and water saving practices and technologies.
- Reduce and mitigate the impacts of business travel.
- Manage fuels and hazardous substances to minimise environmental risks.

WASTE AND RESOURCES

Vertex will:

- Reduce, Re-use and Recycle wherever possible, and carefully procure to send zero waste to landfill and manage waste according to our duty of care.
- Expect similar environmental standards from all suppliers and contractors.
- Integrate sustainability in all procurement decisions, opting for low environmental impact products and services.

CHARITY & COMMUNITY, HEALTH AND WELLBEING

We engage our people in sustainability whilst partnering with our supply chain to deliver sustainable solutions and we continue to work with the communities around us to improve the quality of life for those communities. We are passionate about ensuring we promote healthier lifestyles for all of our people including the communities we work with.

Vertex will:

- Create healthier workplace environments to enhance the health, wellbeing and productivity of staff.
- Develop and run a range of health promotion initiatives designed to raise awareness of health and lifestyle issues affecting mental health and wellbeing

Additional information covered under separate Wellbeing policy

Vertex is committed to improving local communities, by making them stronger, safer and healthier. We will:

- Deliver a community programme which will help local people and charitable organisations to improve and strengthen their communities and neighbourhoods, both physically and socially.
- Carry out volunteering activities that deliver benefits to local communities.
- Design our services in a way that supports community infrastructure, promotes local skills and employment and minimises harmful impacts on the environment.
- Measure and report the social impact created from our community activities and programs.
- Create a brighter future for young people through education, training and work experience.

The Vertex board understands and is fully committed to successful implementation of this policy and will continue to provide leadership, support and financial assistance to enable its delivery.



Wayne Tantrum
Managing Director
June 2024