

Title: Environmental Policy

Policy owner: Human Resources

Approver: CHRO, CEO

Effective date: June 2024

Scope: This policy applies to all our office locations and the employees and contractors who work within them.

Policy Distribution: This policy is accessible to all employees and contractors of Infront.

Purpose

At Infront, we recognise that environmental responsibility is integral to our long-term business success. We are committed to minimising the environmental impact of our operations across all our businesses and activities, including our supply chain. This policy aims to outline our commitment to sustainable practices, demonstrating our dedication to managing environmental impacts responsibly.

Key Commitments

1. Regulatory Compliance:

We are committed to complying with applicable local, national, and international environmental laws, regulations, and standards relevant to our industry.

2. Minimising Environmental Impacts:

We are committed to reducing the environmental impact of our business operations. This includes:

- Minimising emissions, waste, and resource consumption.
- Incorporating environmental considerations into business practices.
- Setting targets and monitoring performance through key metrics.

3. Continual Improvement:

We will continually improve our environmental performance by:

- Keeping abreast of regulatory changes, technological innovations, and stakeholder interests.
- Implementing effective and sustainable solutions to reduce waste and conserve resources.

4. Employee Engagement and Training:

We will raise awareness and train staff in environmental matters, ensuring they are fully aware of their responsibilities and competent to undertake their activities in an environmentally responsible manner.

5. Supplier and Partner Collaboration:

Where possible, we will work with our suppliers, partners, and service providers to encourage them to manage their businesses in an environmentally responsible way.

6. Reporting and Transparency:

We will report our environmental performance annually, including progress against our targets, to ensure transparency and accountability.



7. Assessment of Environmental Impact:

We will assess the environmental impact of our operations and supply chains, including future operational changes, new ventures, and acquisitions.

8. Energy Use and Emissions:

- In order to achieve the carbon neutrality commitment necessary to achieve the global target for reducing global warming, we are committed to eliminate emissions from Scope 1 and 2 by 2030, and from Scope 3 by 2050.
- To achieve this, we aim to reduce our absolute Scope 1 and 2 GHG emissions by at least 85% by 2030 from a 2019 base year. The remaining 15% will be reduced using credible carbon offsets.
- We are committed to reducing absolute Scopes 1, 2, and 3 emissions by at least 90% by 2050 from a 2019 base year.

9. Company-related Travel:

- We will integrate GHG emissions considerations into our business travel decisions to optimise travel while minimising GHG emissions.
- We will encourage sustainable employee commuting practices, including flexible working options, and making use of public transport, biking or walking.

10. Waste and Resource Use:

We will continuously evaluate and adopt solutions that minimise our environmental impact with respect to paper, plastic, electronics, and water use.

11. Climate Risk:

We will manage and disclose climate-related risks in line with regulatory obligations and good market practice.

Periodic Review

This policy will be reviewed periodically to ensure it remains current and in line with best practices. Updates to this policy will be issued and approved by our CEO. Our environmental performance will be reviewed annually with the Board ensuring ongoing alignment with our corporate responsibility goals.