



Document Control
Reference: EMS Doc 1
Issue No. 1.2
Issue Date 13.03.26
Classification: Public

Environmental Policy

Purpose

The purpose of this document is to define the role that Unily's Executive Leadership Team (ELT) takes in protecting the environment and implementing an Environmental Management System. This ensures a commitment to reducing environmental impact.

Scope

The below scope defines Unily's Environmental Policy Statement and ensures the appropriate assignment of roles and responsibilities. This policy is applicable to all business activities, employees and contractors across EMEA, NAM and APAC regions.

Responsibilities

- The Executive Leadership Team (ELT) is responsible for setting and approving the environmental policy.
- The CPO and GC are responsible for ensuring that roles and responsibilities are appropriately assigned, maintained, and updated, as necessary.
- All employees are responsible for adhering to the requirements of the Environmental Policy and for fulfilling any duties related to assigned roles and responsibilities.

Environmental Policy Statement

It is Unily's policy to maintain an Environmental Management System designed to align with the requirements of the ISO 14001:2015 Standard as we work towards certification.

Unily is committed to minimising the environmental impact associated with the provision of its services, through a process of continual improvement. Unily operates in compliance with all relevant environmental legislation, whilst maintaining resilience against environmental risks and/or impacts.

We are committed to:

- Raising awareness of environmental impacts, biodiversity, and climate change to all employees.
- Integrate best-practice environmental management systems into our processes.



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- Build and integrate environmental impacts into all aspects of decision-making and strategy, striving for continuous improvement and maintaining an impact register relevant to our products, services and operational locations.
- Reduce reliance on fossil fuels.
- Reduce energy consumption and improve energy efficiency across all locations.
- Reduce water consumption and improve efficiency across all locations.
- Prevent pollution including reducing air pollution where possible, across all locations.
- Reduce the volume of waste produced and subsequently sent to landfill across all locations.
- Increase recycling performance, access to information, and facilities across all locations.
- Minimise the impact on local biodiversity where possible and seek enhancement opportunities.
- Increase awareness of the environmental impact of travel.
- Comply with all environmental legislation.

To meet our commitments, we will:

- Regularly review performance with the Board and ELT including an overview of this Environmental Policy.
- Implement environmental training for all employees year-on-year.
- Conduct an annual carbon footprint assessment in Q1 each year, with a supporting decarbonisation plan.
- Validate to a Science Based Targets reduction of 43% in scope 1 & 2 by 2030.
- Conduct internal programme of cloud optimization to reduce resource use.
- Replace lights with LED bulbs or better and introduce energy savings tips across all employees.
- Work with landlords to introduce robust water reporting.
- Work with partners to create a roadmap for migrating our data centres onto Adebatic cooling systems. Reducing our reliance on water consumption.
- Continue to manage litter-picking sessions at the Eashing site, protecting biodiversity in the local area. Running at least one session each quarter.
- Operate an effective waste-management hierarchy across all sites: Avoid, Reduce, Reuse, Recycle, Dispose.
- Review Unily's Travel Policy and increase the maturity of data capture for robust CO2e reporting.
- Produce a Sustainable Procurement Policy which takes into account environmental, biodiversity, and climate issues during procurement decision-making.



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- Monitor key objectives and targets for managing our environmental performance at least annually.
- Continue to promote the use of employee benefit Electric Vehicle and Cycle to Work schemes, helping to reduce air pollution and decarbonise commuting and business travel.
- Assess and understand the sustainability and environmental issues and impacts of the services we provide to our clients and take action to reduce or eliminate negative impacts.
- Monitor external environmental impact landscape and ensure resilience to risk and compliance with any relevant new legislation.

Conclusion

This Environmental Policy represents our general position on environmental issues and the policies and practices we will apply in conducting our business.

Unily has set its objectives, programs and targets using the SMART (Specific, Measurable, Achievable, Realistic and Timed) principles. Objectives are planned and documented; inclusive of how each is to be achieved, and the actions required. Subsequently, the objectives are regularly monitored and reviewed.

To ensure the company maintains its awareness for continuous improvement, the Environmental Management System is regularly reviewed by ELT to ensure it remains appropriate and suitable for the business.

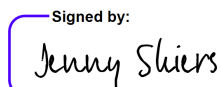
Document Owner and Approval

The CPO is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members of staff on the intranet and is published on the Unily.com website.

This policy was approved by the Chief People Officer and is issued on 12/03/2026.

Signature:

Signed by:

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Jenny Shiers Date: 13/03/2026



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Change History Record

<u>Description of Change</u>	<u>Approval</u>	<u>Date of Issue</u>
New Brand	Jenny May	25.03.2025
Updating	Lewis Ireland, Sarah Batterbury and Jenny Shiers	13.03.2026