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## Sustainability Policy

### Purpose

The purpose of this document is to define the role that Unily's Executive Leadership Team (ELT) takes in actively managing our operations in a way that balances our social, environmental and economic objectives. To do this, sustainability considerations are woven throughout a suite of interdependent policies and procedures, which are implemented collectively in order to deliver the objectives of the Sustainability Policy.

### Scope

The below scope defines Unily's Sustainability 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.

### Roles and responsibilities

- The Executive Leadership Team (ELT) is responsible for setting and approving the sustainability 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 Sustainability Policy and for fulfilling any duties related to assigned roles, responsibilities, or authorities.

### Sustainability Policy Statement

Unily is committed to protecting the environment, pollution prevention, and efficient use of resources, balanced with a people-focused ethos. Through effective continual improvement of environmental, social and ethical principles, Unily seeks to strengthen its positive impacts. Unily operates in compliance with all relevant legislation, whilst maintaining resilience against known risks.

### Our principles:

Unily's Sustainability Policy is based on, but not limited to, the following 4 key principles:

- **Employee Engagement** – At Unily, we put people first, creating a culture where our people thrive.



- **Net Zero and Environmental Stewardship** – Annually measuring Carbon Emissions, with a rapid and deep decarbonisation strategy, in line with UK government targets for 2050. Reduce landfill waste with increased recycling and circular economy principles. Maintain an Environmental Management System designed to align with the requirements of the ISO 14001:2015 Standard.
- **Operational Efficiency & Product Innovation** – Approach our business activities as opportunities to foster innovation that seeks to solve sustainability related issues, as well as improve performance across our client services and our people.
- **Community Impact** – Seek to improve the lives of others in our communities, by sharing skills, knowledge, time, and financial donations.

**To achieve these principles, we will:**

- Maintain and continuously update our Sustainability Strategy.
- Align with our organisational strategy and objectives, ensuring it forms an integral part of our business approach.
- Implement policies and procedures which clearly communicate how we expect our business to deliver our sustainability objectives.
- Maintain regular assessments for measuring, monitoring, and improving sustainability related performance.
- Review our progress and report our performance annually.
- Take an iterative, evidence-based approach to learning, maintaining best practice and proactively seeking education, ensuring our sustainability actions remain robust, accountable, and aligned with evolving standards and expectations.

**Employee Engagement**

- Continue to drive forward our collaborative, leadership-inspired culture. Ensuring employees feel valued, engaged and supported (SDG 3\*)
- Expand Employee Resource Groups: i.e. Women’s, LGBTQ+ & DE&I (SDG 3, 10\*).
- Continue to review and maintain our internal promotion, and referral scheme to secure best-in-class talent with career development opportunities (SDG 3\*).
- Continue to promote our approach to flexible working, encouraging work-life balance for employees (SDG 3\*).
- Enhanced benefits package designed to support employees’ health and well-being, including, for instance, Employee Assistance Programme, Vitality Health Scheme, and options for additional annual leave (SDG 3\*).
- All staff receive training on Equality, Diversity and Inclusion, and anti-harassment to promote a diverse, safe and engaging working environment for everyone. (SDG 10\*).
- Continue to create a welcoming office space, for employees to feel welcomed and inspired. From the biodiverse physical surroundings at the UK head office to the free snacks and drinks available at all locations.

**Net Zero & Environmental Stewardship**



- Annual carbon assessment with a decarbonisation plan of 43% reduction in scope 1 & 2 in line with Net Zero 2030 targets (SDG 13\*).
- All staff to receive training on environmental issues to raise awareness of climate change and related challenges.
- Continue to utilise upcycled furniture preventing unnecessary waste.
- Working to eliminate fossil fuel use at our offices through efficient, electrified, heating and cooling systems, office selection and potential for renewables across our offices (SDG 7\*).
- Use of instant boiling water taps to minimise the impact of individual kettles.
- Increase signage to ensure waste is segregated and managed correctly.
- Low flow taps have been fitted in all offices to minimise our water use.
- Employee electric vehicle and cycle-to-work schemes to reduce emissions from commuting (SDG 7, 13).
- Please refer to Unily's Environmental Policy for more details.

### **Operational Efficiency & Product Innovation**

- Targeting expansion of formalised process to include a Quality Management System and an Environmental Management System designed to align with the ISO standards.
- Enshrine customer focus in our product design, development and delivery and service to enhance customer experience and product value.
- Aim to eliminate downtime, protect customer data and support customer needs.
- Please refer to Unily's Quality Policy for more details.
- Continue to target opportunities to improve resource efficiency across our services.

### **Community Impact**

- Treloars is Unily's official charity partner and has committed to hosting 4 volunteer days, spread across the year (SDG 17, 4\*).
- Treedom is Unily's official agroforestry partner. To date we have planted 1076 trees, including 1 tree for every new hire (SDG 15, 17, 4\*). Treedom supports 10 Sustainable Development Goals which enable them to support Farmers with education, empowerment, skills, improved food security, increased/secured income and gender equality.
- Promote employee volunteering days with a view to completing 250 hours of volunteering year-on-year (SDG 3\*).
- Unily has implemented an employee matching policy where the charity donation for a value between £25 to £250 per annum per employee is matched.

### **Review requirements**

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.



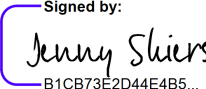
To ensure the company maintains its awareness for continuous improvement, this policy is regularly reviewed by ELT to ensure it remains appropriate and suitable for the business.

**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 Unily.com.

This policy was reviewed and approved by the Chief People Officer and is issued on 13.03.2026.

Signature:  Signed by: Jenny Shiers Date: 13/03/2026  
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**Change History Record**

Description of Change	Approval	Date of Issue
New Brand	Jenny May	25.03.25
Updates	Lewis Ireland, Sarah Batterbury and Jenny Shiers	13.03.26

\*SDG = United Nations Sustainable Development Goals  
[THE 17 GOALS | Sustainable Development \(un.org\)](https://un.org)