

ENVIRONMENT AND SUSTAINABILITY POLICY STATEMENT

In Tivoli Group Ltd, we share an aim to reduce the impact of our activities on the environment. We set and review environmental, energy and sustainability objectives each year to quantify where possible our continual improvement in line with our objectives. We identify areas for improvement and allocate time and resources to achieve our environmental, energy and sustainability objectives.

We actively promote environmental and energy awareness amongst our employees and customers. Where practical, we encourage our customers to adopt best environmental practice and to work with stakeholders to ensure best practice throughout our combined activities.

In Tivoli Group Ltd we share a commitment to:

- Comply with or exceed applicable environmental legislation and other requirements.
- Implement waste best practice to control and limit our waste streams.
- Reduce our carbon footprint and associated energy use in our buildings, our operations and our vehicle fleet.
- Protect the environment and prevent pollution in our areas of control.
- Train our staff where appropriate in environmental and energy management
- Procure products from sustainable and energy efficient sources where practicable.
- Use materials and energy efficiently when delivering our services.
- Continue to improve our approach to environmental matters.
- Respect and contribute to the communities in which we operate.
- Meet customer needs and expectations whilst acting for the environment.
- Influence our customers to select environmentally friendly and sustainable options when designing grounds and planning services.
- Engage our employees in environmental, energy and sustainable practices.
- Promote the protection and enhancement of biodiversity and ecosystems by conforming to and exceeding the standards within the Integrated Management System (IMS) compliant with the requirements of ISO 14001:2015
- Establish Environmental and Energy objectives and targets and provide resources to achieve these. Communicate our targets to stakeholders and review annually.
- Become a Net Zero business by 2030 and provide the resources to achieve this.

The statement is available online alongside our Integrated Management System library, posted at locations visible to as many staff as possible and on our website, and available to other Interested Parties, including the public, on request. It is to be actively communicated to all employees and persons working for or on behalf of the company with the intent that all are made aware of their individual obligations.

The company will strive to raise the levels of biosecurity awareness throughout its workforce and to promote this awareness to its customers and suppliers. This policy statement will also be reviewed on a regular basis to continue to make relevant sustainable commitment and has been approved and authorised by:

Name: Nicola Keach

Position: Chief Executive Officer (CEO)

Date: 20th May 2024

Signature: *N. Keach*

Tivoli Group Limited

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Date	Reviewed by:	Title:	Reviewed & signed by:	Title:	Amendments
17/08/21	Ricky Andrews	HSEQ Manager	Spencer Rock	COO	N/A
11/01/22	Ricky Andrews	HSEQ Manager	Nicola Lovett	CEO	N/A
04/05/22	Ricky Andrews	HSEQ Manager	Nicola Keach	CEO	1
24/04/23	Mark Wood	HSEQ Manager	Nicola Keach	CEO	0
16/01/24	Mark Wood	HSEQ Manager	Nicola Keach	CEO	Updated
20/05/24	Mark Wood	HSEQ Manager	Nicola Keach	CEO	Updated