

ENVIRONMENTAL POLICY

**EXCELLERATE
SERVICES**

WHERE **BETTER** BEGINS

Introduction to Excellerate Services UK

Our organisation is made up of brilliant people. Each of us is unique, whether in terms of our background, personal characteristics, experience, skills or motivations. And we value our people for the differences they bring to the table. These differences - this diversity - is powerful. Fostering an inclusive culture helps each of us to benefit from a wider range of these different perspectives, experiences and skills. We believe that this creates a happier, more productive working environment for us all.

1. Purpose & Scope

The primary purpose of the environmental policy is:

- Protecting ecosystems and public health: By regulating pollutants and managing natural resources, policies help prevent environmental degradation and health hazards.
- Promoting sustainable development: Environmental policies ensure that economic growth does not come at the expense of ecological stability.
- Mitigating climate change: They support efforts to reduce greenhouse gas emissions and adapt to climate impacts.
- Preserving biodiversity: Policies aim to conserve species and habitats threatened by human activity.
- Ensuring environmental justice: They strive to protect vulnerable communities from disproportionate environmental harm.

Environmental policy operates across various dimensions:

- Geographic levels:
 - Local: Waste management, urban planning, and conservation efforts.
 - National: Legislation like the UK's Environment Act 2021, which embeds environmental principles into policymaking.
 - International: Agreements like the Paris Climate Accord and biodiversity treaties.
- Key areas addressed:
 - Air and water quality
 - Waste and resource management
 - Energy production and consumption
 - Land use and conservation
 - Climate adaptation and mitigation
- Policy instruments:
 - Regulatory: Laws and standards (i.e., emissions limits).
 - Economic: Taxes, subsidies, and market-based mechanisms like carbon trading.
 - Informational: Public awareness campaigns and environmental labelling.
- Stakeholders involved:
 - Government, businesses, scientists, and the public all play roles in shaping and implementing policy

2. Policy Governance

- Policy Owner:
 - Head of Compliance & Risk

- Responsibilities:
 - Oversight of all associated policies
 - Ensuring timely updates
 - Implementation support and escalation

- Oversight Body:
 - Management Review Team
 - Minimum annually
 - Reviewed by Head of Compliance & Risk
 - Signed off by CEO

- Review Schedule:
 - Annual review
 - Review log (with version control and sign-off by oversight body)

3. Commitment to Frameworks

- Alignment with:
 - Science Based Targets initiative (SBTi)
 - CDP (Carbon Disclosure Project)
 - United Nations Global Compact
 - UN Sustainable Development Goals (SDGs)
 - UN Guiding Principles on Business and Human Rights (UNGPs)
 - Other frameworks (e.g., GRI, ISO 14001 where applicable)

4. Responsibility Matrix (RACI)

Component Policy	Overview Body	Responsible Person (s)	Informed
ES CP 01 Energy Consumption and GHG Emissions Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 02 Water Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain

ES CP 03 Air Pollution Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 04 Materials, Chemicals, and Waste Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 05 Biodiversity Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 06 Customer Health & Safety Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 07 Environmental Services and Advocacy Policy	Ecovadis	Head of Compliance & Risk – CEO	All staff Customers Supply Chain
ES CP 13 Net Zero Policy	SBTi	Head of Compliance & Risk – CEO	All staff Customers Supply Chain

5. Communication & Accessibility

- Published on:
 - External website
 - Internal intranet
 - Electronic Noticeboards
- Included in:
 - Colleague Handbook
 - Annual compliance, management review and refresher training

Excellerate Services UK, through its Senior Leadership Team, is committed to being a caring and responsible organisation with continual improvement in its procurement, use, reduce and recycling performance with the ultimate objective of caring for the environment in which we undertake our activities. Through this policy it is the intent of Excellerate Services UK to comply with the principles of ISO 14001 as a minimum. This will be achieved by adopting best Environmental Management practices within the sectors in which we operate.

Excellerate Services UK recognises that to achieve the above objectives, it is essential that our social awareness commitment is based on a systematic and proactive approach founded on environmental assessments, appropriately defined control measures, and continually monitored management processes and procedures.

Equally, the Senior Leadership Team accept that they have the overall collective responsibility to ensure that appropriate Environmental Management provisions are identified and implemented.

All members of staff are expected to carry out their duties in line with their training to ensure the Environmental impact created by their own and other colleagues' activities is kept to a minimum. All members of staff must actively support the implementation of this Policy.

- In implementing this Policy, it is the senior leadership commitment to provide:
- A proactive environment to reduce, reuse and recycle consumables by our staff during our corporate undertakings.
- Awareness of the carbon footprint generated by the corporate business strategy.
- Procure eco-friendly cleaning solutions, products, machinery, vehicles and consumables that are so far as reasonably practicable, provide consistent results and are safe and with the lowest residual risk to the environment.
- Sufficient and appropriate training, tailored to reduce the impact on the environment by our corporate activities and the various roles and functions undertaken by our staff.
- Open, transparent and inclusive procurement with staff on all machinery and consumables that would have an impact on the environment relating to health and safety, including engagement and consultation with all staff.
- Necessary resources to enable Excellerate Services UK to meet our social responsibility on the Environment.
- Champion green initiatives as far as reasonably practicable across the organisation.
- Continuous ISO 14001 certification.

This Policy statement and the processes which underpin it will be regularly reviewed to ensure the objectives of this Policy are being met on a day-to-day basis within the organisation.

Signed on behalf of Excellerate Services UK Ltd



Johan Venter, Group CEO UK & Ireland

Issue Date: 12/03/2026



CERTIFICATE OF REGISTRATION

The management system of certificate number 249520

Excellerate Services UK Ltd
65 Leonard Street, London, EC2A 4QS, United Kingdom

has been assessed and certified as meeting the requirements of:

ISO 14001:2015

Provision of Commercial Industrial Cleaning and Support Services, including S/C Grounds Maintenance, Pest Control, Window Cleaning, Feminine Hygiene, Waste Management, Manned Security Guarding, CCTV and Key Holding Services to all industries and sectors within the UK and Ireland

Further clarifications regarding the scope of this certificate and the applicability of requirements may be obtained by consulting the certifier.



Valid from:
Initial certification: 06 May 2021
Latest issue: 22 October 2025
Expiry date: 04 November 2028
Subject to annual assessments.

Authorised by

Steve Russell
Chief Governance Officer



british-assessment.co.uk

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Certification is conditional on maintaining the required performance standards throughout the certified period of registration.
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