



Gemserv Environmental Policy

STATEMENT OF INTENT

This policy sets out Gemserv's commitment to continuous improvement of its environmental performance by taking action to minimise its negative impacts and, wherever practicable, to have a positive impact on the environment. The environmental policy acts as a compass by providing the direction and framework for establishing key corporate level performance measures, as well as related objectives and targets. Supporting policies, codes of practice, procedures and guidelines provide further details that enable staff to incorporate environmental decision making within their respective business activities.

This policy shall apply to all Gemserv's business activities, employees & contractors, and properties.

THE SERVICES GEMSERV PROVIDES

Gemserv Limited is a medium sized, office-based consultancy located in the City of London. Gemserv's services focus on the provision of consultancy, market design & governance, information security, operational and administrative services to clients predominantly in the Energy, Health and Public sectors in UK and Ireland.

Gemserv's business comprises normal office-based activities and does not involve the use or disposal of such hazardous materials or chemicals normally associated with industrial processes. Notwithstanding this, Gemserv's business activities do give rise to Environmental Aspects, from its delivery of knowledge-based products to clients as documents and other information in both electronic and paper media.

POLICY COMMITMENT

Whilst Gemserv will comply with all relevant environmental legislation, regulations and standards, its commitment extends beyond compliance - it shall endeavour to meet standards of best practice in environmental performance and the prevention of pollution. Furthermore, Gemserv will encourage its customers, suppliers and the wider community to support and proactively manage the impact it has on the environment.

Climate change is one of the greatest challenges of modern times. Gemserv recognises the collective responsibility of business and society in general to take action to reduce carbon emissions (and other greenhouse gases) that contribute to climate change. Consequently, Gemserv is committed to being 'carbon neutral' by focussing on reducing its direct and indirect carbon emissions and offsetting its residual carbon



emissions through schemes meeting the requirements of the UK Government's code of best practice for carbon offsetting.

Gemserv's senior management is committed to satisfying applicable requirements by ensuring that customer and applicable statutory and regulatory requirements are determined, understood and consistently met. Ensure that the relevant needs and expectations of Interested Parties are considered and met if deemed to be compliance obligations.

IMPLEMENTATION AND MONITORING

A Governance, Risk & Compliance Committee, comprising nominated members of the Gemserv's Executive Team and chaired by the CEO regularly reviews this policy, along with key company policies, procedures and customer feedback. Gemserv's Executive Team provides leadership for improving the company's environmental performance by reviewing and approving appropriate environmental objectives and targets. They also ensure that staff (and other persons working for and on behalf of the company) receive all necessary communication, training and encouragement to drive continual improvement in the Company's environmental performance.

Gemserv commissions an independent audit of its environmental performance on an annual basis in order to ascertain its key environmental impacts. The audit provides a baseline for reviewing and setting its environmental objectives and targets.

This policy is communicated to all employees and organisations working for or on behalf of Gemserv. Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or towards the environment within which we provide services.

Alex Goody

Chief Executive

30th September 2019