NG-IT

Environmental Policy

1. Introduction

As a leading IT service provider operating with a fully remote workforce, NG-IT is committed to minimising our environmental impact and embedding sustainability into every aspect of our operations. This policy sets out our environmental commitments in alignment with ISO 14001 and our long-term ambition to achieve Net Zero greenhouse gas emissions by 2050.

We recognise our responsibility to protect the environment and are committed to working in a way that causes as little harm as practicable while contributing to a greener, more sustainable future.

2. Scope

This policy applies to all employees, contractors, and stakeholders involved in our operations, regardless of their location.

3. Environmental Objectives

Net Zero Commitment

- Achieve Net Zero greenhouse gas emissions by 2050.
- Reduce absolute emissions by 90% from our baseline year 2024-2025.
- Neutralise any residual emissions using verified, high-quality carbon offsets

Near-Term Targets (to 2030)

- Maintain Scope 1 and Scope 2 emissions at zero.
- Reduce Scope 3 emissions by 42% by 2030.
- Measure all Scope 3 categories by 2027, including downstream emissions from sold products.
- Current annual emissions: 3,443.90 tCO e.

Long-Term Targets

- Reduce total market-based emissions (Scope 1, 2, and 3) by at least 90%.
- Offset any remaining emissions to achieve Net Zero

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4. Key Commitments

Energy Efficiency

- Encourage the use of energy-efficient equipment and practices across our remote workforce.
- Promote renewable energy use, including encouraging staff to switch to green energy tariffs.
- Reduce reliance on air-conditioning by promoting natural ventilation where appropriate.
- Replace existing lighting with low-energy alternatives.
- Encourage sustainable travel choices, including public transport, car sharing, and remote-first working to reduce travel emissions.
- Explore opportunities for solar power and renewable energy procurement.

Sustainable Procurement

- Source products and services from suppliers who demonstrate strong environmental performance.
- Review and monitor suppliers as part of our onboarding and ISO management processes.
- Prioritise emerging technologies that offer improved energy efficiency and reduced environmental impact.
- Work with suppliers to consolidate deliveries and reduce transportation emissions.

Waste Reduction

- Promote digital first working to reduce paper consumption.
- Encourage recycling and responsible disposal of electronic waste through certified waste carriers.
- Reduce unnecessary printing and promote double sided printing where printing is essential.
- Design documents to minimise paper use.
- Reuse materials such as packaging and single sided paper for draft work.

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4. Key Commitments

Waste Reduction

- Use washable crockery and glassware instead of disposable items.
- Recycle toner cartridges and other consumables.
- Maintain a long term ambition of a paper free office culture

Employee Engagement

- Provide regular training and awareness programmes to build a culture of sustainability.
- Encourage the purchase of office and washroom supplies made from recycled materials.
- Avoid purchasing hazardous substances where alternatives exist.
- Work with suppliers committed to strong environmental performance.
- Avoid purchasing appliances that generate unnecessary heat.
- Use CFC-free aerosols for service work.

Continuous Improvement

- Review and improve our Environmental Management System (EMS) regularly to enhance environmental performance and support progress toward Net Zero.

5. Implementation and Monitoring

Employee Engagement

- **Environmental Management System (EMS):** Maintain an EMS aligned with ISO 14001 to manage, monitor, and improve environmental performance.
- **Performance Monitoring:** Set measurable environmental targets and monitor progress against them. Conduct periodic audits to ensure compliance and identify improvement opportunities.
- **Reporting:** Provide transparent updates on environmental performance, including annual carbon-emission reporting and progress toward Net Zero.

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6. Responsibility

Environmental responsibility is shared across the organisation, with clear roles to ensure effective implementation of this policy and progress toward our Net Zero targets.

- All Employees — Every employee is responsible for following this policy, adopting sustainable working practices, and contributing to our environmental objectives through day-to-day actions.
- Management Team — The Management Team holds overall accountability for ensuring this policy is implemented, resourced, and reviewed. They are responsible for integrating environmental considerations into strategic and operational decision-making.
- Green Team — Our dedicated Green Team leads the coordination of environmental initiatives across the business. Their responsibilities include:
    - Monitoring progress toward our Net Zero and environmental targets.
    - Identifying opportunities for improvement and recommending actions.
    - Supporting the measurement and reporting of environmental performance.
    - Promoting employee engagement and awareness.
    - Ensuring alignment with ISO 14001 requirements and best practice.

7. Review

This policy will be reviewed annually, or sooner if required, to ensure it remains effective, relevant, and aligned with our Net Zero strategy and environmental objectives

"Reducing our impact on the environment has become increasingly important to our culture and operating practices for a number of years now. A key aim for NG-IT is to cause as little damage to the environment as is practicable." - Simon Birney, Managing Director. NG-IT