

Environmental Policy

Our Planet Promise

OliverJames

Our Commitment

The Oliver James Group is a people-first business.

We don't manufacture products, we offer expertise and services, but the way we operate, travel and source still carries environmental weight. We recognise our responsibility to grow in a way that is **conscious, commercial** and **climate-aware**.

Our **Planet Promise** is our commitment to growing responsibly, reducing our environmental impact and embedding sustainability at every opportunity.

Our focus is on:

- **Reducing our environmental impact** across Scope 1, 2 and 3.
- **Making low carbon and low waste** decisions in how we work, travel.
- **Collaborating with clients and suppliers** to accelerate sustainable change throughout our value chain.
- **Validating our reduction efforts** through the Science Based Targets Initiative (SBTi)
- **Maintaining accountability** through external accreditations and transparent reporting.
- **Embedding sustainability** into our services, operations and culture
- **Complying with all relevant environmental legislation and obligations** across our global locations.
- **Continually improving** our environmental performance through measurement, engagement and innovation.

Our **Planet Promise** is a commitment to operate responsibly, think long-term and play our part in creating a sustainable future for our **people, clients** and **planet**.

Scope of Application

This policy applies to all Oliver James Group operations, offices and employees globally, as well as to suppliers, contractors and partners acting on our behalf. It covers the environmental impacts associated with our service delivery, offices, travel, procurement and supply chain.

How We Deliver This

- We use our sustainability data platform, to measure and monitor our carbon, energy, waste, and travel impacts which allows us to set **quantitative annual reduction targets**.
- We manage environmental risks and opportunities through our **enterprise risk platform**, ensuring transparency, governance, and continual improvement.
- We set **annual sustainability objectives**, reviewed by leadership and integrated into our wider business strategy.
- We invest in **community initiatives**, via the Oliver James Foundation to promote local environmental and social impact where possible.
- We **communicate progress openly** through our Annual Sustainability Report, employee updates, and external disclosures.

Governance & Review

Responsibility for this commitment sits with our Board and Executive Leadership Team, supported by our Sustainability Lead and a network of office champions across all Oliver James locations worldwide.

They ensure this policy is implemented, monitored, and reviewed at least annually as part of our management review cycle. Progress against objectives and environmental performance is reported to the Board and communicated to all employees and associated interested parties.

Version Control

Version	Date	Next Review	Summary of Changes	Author/Owner
V1.0	17/10/2024	16/10/2025	Launch of Environmental Policy	Laura Jackson