

Sustainability and Environmental Policy

Flui Technologies Senior Leadership Team fully supports and endorses the establishment of and adherence to all company policies. As the Managing Director of this Business Unit, it is my responsibility to ensure the safety, security, resilience and continuity of Flui Technologies operations.

I ask all employees to familiarise themselves with this Policy and actively participate in its implementation and be a part of our commitment to excellence – Chris Turnbull, Managing Director Flui Technologies.

This Policy outlines Flui Technologies' approach to maintaining a sustainable and environmentally aware approach to our business activities as part of our wider corporate social responsibility framework.

Policy Aims:

- Promote a culture of collaboration by working with environmental partners to reduce greenhouse gas (GHG) emissions, 'offset' unavoidable emissions, reduce waste and educate stakeholders and employees by improving our sustainability performance through the way we run our business and influence others.
- Support our commitment to being a responsible business with a social purpose beyond our internal boundaries
- Ensuring that the strategic direction of our business is aligned with our sustainability and environmental initiatives.
- Incorporation of sustainability factors into business decisions
- Meet and/or exceed regulatory requirements.
- Continually improve and reduce our environmental impact.
- Engage all employees in this approach.

Compliance:

- All employees are required to make themselves aware of the aims of this Policy and to incorporate meeting these objectives into their daily working practice and business interactions, both in the office environment and remote working.
- Continual aim to reduce carbon emissions and increase energy efficiency in terms of lighting and equipment usage.

- Wherever possible, employees should make use of secure, paperless digital communications and working practices.
- Employees should practice ways of working that promote waste reduction and increased recycling.
- Where commuting between remote working locations and a company office base or client site, employees are requested to select "green alternatives" in their method of travel. Where possible, the option of holding virtual meetings is preferred to reduce fuel consumption and carbon footprint.
- Employees are expected to participate in company-wide sustainability initiatives and challenges.

Monitoring and Measurement:

- The company will publish clear guidelines and policies relevant to employee participation in sustainable and environmentally positive business practice.
- Employees will have access to applicable training and guidance.
- Flui Technologies will conduct regular assessments of the business's environmental position via participation in environmental initiatives such as the Carbon Footprint project.

Corporate Commitment:

- In order to maintain our sustainability and environmental strategy, the company will:
 - Continually look to reduce carbon emissions and offset that which cannot be avoided.
 - Report externally and internally on our sustainability and environmental objectives.
 - Ensure key suppliers are aware of our policy and practices to encourage their adoption of such practices.
 - Monitor progress against objectives and targets.
 - Ensure our strategies support the development of employee health and wellbeing.
 - Promote diverse skills and contributions by improving diversity and equality.

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ISMS/POL/045	Version 1.1 Oct 2025	Document reviewed – no changes	J Gough	S Rhodes Customer Success Director	Classified Internal/Business



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The Sustainability and Environmental Policy is reviewed once every six months.

Signature: *Jayne Gough*
Acting Compliance Manager

Signature: *Sue Rhodes*
Customer Success Director

Date: 21/10/2025

Flui Technologies reserves the right to audit and enforce employee compliance with this policy. Any disciplinary action arising from breach of this policy should be taken in accordance with the Organisation's disciplinary policy.

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