

I developed this Policy to support my commitment to run a net zero organisation by 2030. I commit to the provision of adequate funding and resources to achieve the goal of reducing the greenhouse gas emissions with 100% by 2030.

Specific responsibilities are allocated to Directors and Managers, these are detailed within Job Descriptions and SQE Responsibility Statements. The responsibilities are designed to enable those individuals to develop suitable standards and procedures by which to meet the Environmental Management System's requirements.

Our Net Zero Carbon Policy Statement commits us to making a meaningful contribution to the UN Sustainable Development Goals (SDGs) which requires us to make urgent action to combat climate change and its impacts including reducing emissions to align with the global commitments

To achieve net zero emissions in our operations by 2030 we will:

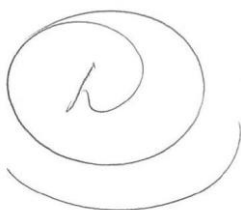
- Reduce absolute scope 1 and 2 greenhouse gas emissions with 30% by 2025 and 100% by 2030 from a 2022 base year
- Reduce scope 3 greenhouse gas emissions with 30% by 2025 and 100% by 2030 from a 2022 base year
- Purchase fully electric warehouse plant by 2025 and purchase fully electric fleet vehicles by 2030
- Use renewable electricity for all office and warehouse activities by 2025 and use renewable energy for vehicles charging points by 2030

Every part of our firm has a role to play in our target to becoming a net zero organisation:

- We will develop a Management Plan which will identify region targets for Scope 1, 2 and 3 emissions, priorities for action, investment, governance, and reporting
- We will review our global, region and office purchasing to reduce consumption and minimise waste
- We will establish Wembley Carbon Fund applying a carbon tax of £100 per tonne CO<sub>2</sub> on all scope 1 and 2 emissions and £50 per tonne CO<sub>2</sub> on all scope 3 emissions. This will be used to purchase high quality certified offsets at market rates and accelerate our own effort to decarbonise.
- We will consider alternative working practices and provide information and support to employees on sustainable transport options to and from our offices
- We will integrate our carbon reduction plans through the application of our Environment Policy and Wembley Environmental Management System certified to ISO14001:2015
- We will communicate our progress to our clients and stakeholders via annual reports published on our website.

Liam Clear  
Managing Director  
Wembley Innovation Ltd

October 2023

A handwritten signature in blue ink, consisting of a stylized 'L' and 'C' inside a circular loop.