

Environmental Policy Statement

It is the policy of Hollis to maintain an Integrated (quality, environmental and health & safety) Management System (IMS) that is designed to meet the requirements of legislation and of the ISO 9001, ISO 14001, ISO 45001 and ISO 27001 Standards, and is in pursuit of the Hollis core values and primary quality, environmental, health & safety and information security management objectives.

We are committed, through our Environmental Policy to protect the environment and prevent pollution and to:

- Monitor, measure and benchmark our environmental performance and set reduction targets with a view to improving the performance of our office space and our wider business operations to support net zero targets.
- Minimise the generation of waste via operational controls. Where waste generation is unavoidable, prioritise the re-use and recycling of waste materials. Whenever possible we will select recovery of value from waste materials preferentially to disposal.
- Where possible, support the procurement of sustainable energy and energy efficient products and services that contribute to improved energy performance.
- Encourage the use of sustainable transport solutions to minimise the adverse environmental impacts resulting from travel and commuting related to our business operations through our travel policy.
- Use products in our business operations which minimise adverse environmental impacts and where possible require similar environmental standards from our own suppliers and contractors.
- Ensure that environmental issues are considered in planning our business and managing our operations.
- Support design activities that consider energy performance improvement.
- Comply with the requirements of environmental legislation and other requirements to which the Company subscribes in relation to the Company's environmental aspects.
- Comply with all environmental management system requirements and continually improve the effectiveness of the Hollis IMS.
- Provide the necessary training and support to our staff to ensure that they are able to fulfil these commitments.

The Hollis intranet Hollisphere provides an overview of our integrated management system (quality, environmental and health & safety) and associated procedures.

The requirements of the Hollis IMS are mandatory, and all Company personnel have a responsibility and obligation to its integrity.

Hollis continually improves the Company's activities by establishing and reviewing objectives, which are set in support of the Company's business, quality, environmental, and health & safety policies. Performance in relation to these objectives is reviewed during management reviews of the IMS.

This Policy is available to everyone via our website and is communicated to all persons working for or on behalf of Hollis via Hollisphere.

This Policy is reviewed to ensure its ongoing suitability, as or when there are key changes (e.g., in customer, legislative, operational requirements etc.) and annually as a minimum.

Print Name: James Audsley

Signature:



Position: Chief Operating Officer

Date: 26 February 2025