

Net Zero Commitment Environmental & Sustainability Policy

Adapt IQ Group recognises the critical importance of environmental sustainability and is committed to minimising our environmental impact while contributing to a more sustainable future. This policy outlines our commitment to environmental responsibility and guides our actions across all aspects of our business.

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Environmental Principles

- **Minimise Environmental Impact:** We strive to minimise our environmental footprint throughout our operations, from energy consumption and waste generation to resource usage.
- **Promote Sustainable Practices:** We encourage and support sustainable practices amongst our employees, clients, and partners.
- **Continuous Improvement:** We are committed to continuous improvement in our environmental performance through ongoing monitoring, evaluation, and refinement of our sustainability initiatives.
- **Transparency & Accountability:** We will transparently communicate our environmental performance to our stakeholders and be accountable for our environmental impact.

KEY FOCUS AREAS

Energy Efficiency:

- **Action Plan**
 - Implement energy-efficient lighting and office equipment.
 - Encourage the use of renewable energy sources.
 - Promote telecommuting and virtual meetings to reduce travel.
- **Responsibility:** Operations Manager, HR Manager, All Employees

Waste Reduction and Recycling

- **Action Plan**
 - Implement comprehensive recycling programs for paper, plastic, electronics, and other waste streams.
 - Minimise waste generation through purchasing decisions and operational practices.
 - Explore composting and other waste reduction initiatives.
- **Responsibility:** Operations Manager, HR Manager, All Employees

Resource Conservation

- **Action Plan**
 - Promote the responsible use of water and other resources.
 - Implement paperless office initiatives.
 - Encourage the use of reusable containers and utensils.
- **Responsibility:** All Employees

Sustainable Procurement

- **Action Plan**
 - Prioritise the procurement of environmentally friendly products and services.
 - Partner with suppliers who demonstrate strong environmental sustainability practices.
- **Responsibility:** COO, IT Manager, HR Manager

Employee Engagement

- **Action Plan:**
 - Raise awareness of environmental issues through employee training and communication.
 - Encourage employee participation in sustainability initiatives.
 - Recognise and reward employee contributions to environmental sustainability.
- **Responsibility:** Human Resources, Management Committee

Review & Updates

This Environmental & Sustainability Policy will be reviewed and updated periodically to reflect evolving environmental best practices and our company's changing needs.

We at Adapt IQ take the pledge on Net Zero commitment and are constantly working towards the environmental and sustainability practices as part of our culture at work.