

Environmental Policy

Company: Connexion Developments Ltd

Issue Date: January 2026

Review Cycle: Annual or upon significant business change

1. Policy Statement

Connexion Developments Ltd recognises that its operations have the potential to impact the environment through the use of resources, generation of waste, and associated transport and logistics activities. We are committed to operating in an environmentally responsible manner, complying with all applicable environmental legislation, and continually improving our environmental performance.

Environmental responsibility is an integral part of how we operate and forms part of our wider commitment to quality, sustainability, and ethical business practices.

2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, and agency workers
- Suppliers and subcontractors where relevant to our operations

It covers all activities undertaken at our premises and through our supply chain, including procurement, warehousing, logistics, and office operations.

3. Legal and Management Framework

Connexion Developments Ltd operates in compliance with all relevant environmental legislation and regulatory requirements.

Our environmental management approach is aligned with our **ISO 14001:2015 Environmental Management System**, which provides the framework for:

- Identifying and assessing environmental impacts
- Setting environmental objectives and targets
- Monitoring performance and driving continual improvement

4. Our Commitments

We are committed to:

- Minimising waste generation and maximising reuse and recycling wherever reasonably practicable
- Using energy, water, and raw materials efficiently
- Preventing pollution to air, land, and water
- Reducing the environmental impact of transport and logistics activities
- Working with suppliers to encourage environmentally responsible practices
- Supporting customers in meeting applicable environmental and regulatory obligations

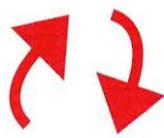
Environmental considerations are taken into account when making operational and procurement decisions.

5. Practical Environmental Measures

As part of our day-to-day operations, Connexion Developments Ltd has implemented practical measures to reduce environmental impact, including:

- **Packaging:** Approximately 98% of cardboard boxes are reused; damaged or unusable boxes are recycled
- **Paper:** 100% recycled through dedicated recycling facilities
- **Pallets:** Reused, returned to carriers, or recycled where damaged
- **Metals:** Segregated and 100% recycled via licensed waste contractors
- **Plastics:** Suppliers are encouraged to minimise plastic packaging; plastic packaging is reused or recycled wherever possible
- **Lighting:** 100% LED low-energy lighting throughout operational areas
- **Office Equipment:** End-of-life equipment is recycled responsibly; hard drives are securely erased in line with data protection requirements
- **Water Usage:** Reduced through the installation of eco-efficient fixtures, including self-closing taps and low-flush toilets
- **Transport & Carbon Impact:** Increased use of sea freight for inbound stock to reduce reliance on air freight, lowering carbon emissions and transport-related environmental impact

These measures are reviewed periodically as part of our environmental management processes.



6. Roles and Responsibilities

Management

Management is responsible for:

- Implementing and maintaining this policy
- Ensuring compliance with environmental legislation
- Setting and reviewing environmental objectives
- Promoting environmental awareness within the organisation

Employees

All employees are responsible for:

- Complying with this policy
- Using resources responsibly
- Reporting environmental concerns or opportunities for improvement

7. Monitoring and Continuous Improvement

Environmental performance is monitored through management review, internal controls, and periodic assessment of objectives and targets.

Connexion Developments Ltd is committed to continual improvement and will adapt its environmental practices as technologies, legislation, and business activities evolve.

8. Policy Review

This policy will be reviewed annually or following significant changes to legislation, business operations, or environmental risks.



Approved by:

Managing Director

For and on behalf of Connexion Developments Ltd