

SUSTAINABILITY POLICY



Introduction

GAP Group's vision is to continually develop and improve sustainability and is committed to openly encouraging working together to maximise the social, health, environmental and economic benefits in all that it does.

Through this sustainability policy we aim to inspire our employees, our supply chain and clients, where possible, to achieve the following:

- Demonstrate long term solutions to tackle Climate Change
- Minimise waste at source and promote the waste hierarchy of 'Reduce, Reuse, Recycle'
- Encourage and inspire behavioural changes in individuals to be active, healthy and to develop a lifestyle which is better for all
- Encourage behaviours which will enhance the areas we live and work in, enhancing the natural environment

When considering the life cycle of the products/services within the company it will consider:

- The point of the life cycle of the product/service
- Ongoing controls that are in place
- The life of the product/service
- The time within the supply chain and the control of how it will be disposed of

Management of Sustainability

The Board, together with the senior management, will ensure the delivery against these objectives through the following measures:

- Integrate the principles into the day-to-day management of GAP Group from the Board to the regional disciplines
- Develop active partnerships with our clients and supply chains to challenge and improve the well-being and seek opportunities to minimise our future impacts across the industry
- Ensure there is sustainability with the emphasis on services, procurement, fair employment and environmental development as appropriate

Annual reviews ensure the continuing effectiveness and appropriateness of our systems, policies and processes whilst monitoring objectives and targets.

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Douglas Anderson

Joint Managing Director

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Iain Anderson

Joint Managing Director

July 2021