

## **Acapela Group's Environmental Policy**

### **Statement**

Acapela Group recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We consider reducing our environmental impact being an integral part of our business strategy. We will encourage customers, suppliers and other stakeholders to do the same.

### **Responsibility**

Thierry Poskin, CFO, is responsible for ensuring that the environmental policy is implemented. All employees have a responsibility to ensure that the aims and objectives of the policy are met.

### **Policy Aims**

Our ambition is to:

- Comply with and exceed all applicable regulatory requirements.
- Continually reduce environmental impacts.
- Integrate environmental considerations into business decisions.
- Increase employee awareness and training.

### **Measures**

- We will comply with and exceed all relevant regulatory requirements.
- We will minimize the use of paper in the office and buy recycled and recyclable paper products.
- We will minimize the amount of energy used, lights and electrical equipment will be switched off when not in use.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will reduce the need to travel and promote the use of video/phone conferencing.
- We will only use certified organizations to dispose of waste.
- We will reuse and recycle what is possible.