

# ENVIRONMENTAL POLICY

## Introduction

As the climate crisis intensifies and extreme weather events become more common, the UK's buildings, cities and critical infrastructure, and the communities that use and occupy these, are in increasing danger.

It's vital to address how our buildings and infrastructure can be adapted to remain fit for the future. The built environment has a critical role to play in protecting and restoring nature and moving to a regenerative model of development.

Axter has an ambitious vision for leading sustainability through innovation and systematic change. We recognise the importance of minimising our ecological footprint, protecting natural resources, and preserving the environment for future generations. As a business we are committed to behaving responsibly, providing a safe and healthy working environment for our staff and minimising the impact of our industrial operations on the environment.

This Environmental Policy is a key tool to help us action our commitments and bring our [sustainability strategy](#) to life.

## Governance – How we implement our environmental commitments

Axter's environmental commitments are set and reviewed by the leadership team, who take responsibility for decision-making, engagement, controls, implementation, reviews and updates to this policy.

## Commitments and actions:

### Continuous Improvement and Monitoring

We are committed to continuously improving our environmental performance by setting measurable objectives and targets. Regular monitoring and evaluation of our environmental practices will allow us to identify areas for improvement, implement corrective actions, and ensure the effectiveness of our environmental management system.

We identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives.

We undertook in 2023 a carbon assessment to measure and reduce our carbon footprint including product lifecycle assessments. This assessment has been verified by Natural Carbon Solutions.

We have partnered with a sustainability consultant to help us measure, create and meet our sustainability goals, submitting our B Impact Assessment to B Corp in 2023 for evaluation and continuing to analyse our results and devise ways to improve our score further.

In our Sustainability Framework developed in 2023/24, we have set goals to reduce our environmental impact wherever possible and targets for improvement year-on-year.

## B Corporation™ Certification

In 2024, we (Axter UK) became a certified B Corporation. B Corporation is a global movement driving an inclusive, regenerative economy by using business as a force for good.

Achieving B Corp certification galvanises our commitment to impactful change for people and planet. Through its rigorous assessment and required transparency, it empowers us to measure and enhance our sustainable performance across our entire value chain.

We are proud to be a Certified B Corp, which holds us to a high social and environmental standard and reinforces our drive for positive change in the built environment sector.

## Stakeholder Engagement and Communication

We actively engage and communicate with our employees, clients, suppliers, and local communities about our environmental commitments and initiatives. We seek their input, feedback, and suggestions to foster a collaborative approach towards environmental stewardship.

We promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.

We have partnered with three community and three climate charities and commit a percentage of our turnover to supporting their work annually.

We engage all stakeholders, encourage all clients & partners to commit to the sustainable development philosophy.

## Environmental Awareness and Training

We provide carbon literacy training (the Net Zero Carbon Literacy Masterclass delivered by Hattrick training) to all our employees. This training is part of our mandatory foundation training programme and includes social and environmental issues material to our company. This training focuses on fostering a deep understanding of environmental issues, promoting responsible practices, and requires individuals to create pledges to minimise their environmental impact both at work and at home.

Following the first delivery of this training across the Axter Ltd team and the subsequent individual and group pledges, Axter Ltd became a Silver accredited Carbon Literate Organisation.

A sustainability working group has been created within the company to put as many of our pledges into action as possible.

We will clearly communicate our environmental objectives to all our employees, contractors, and subcontractors. Our performance review process explicitly includes objectives that incorporate social and environmental performance.

## Review and Update:

This Environmental Policy will be periodically reviewed to ensure its continued relevance and effectiveness. It will be updated to reflect advancements in environmental knowledge, regulatory requirements, and industry best practices.

## Environmental Responsibility

As part of the wider construction trade, we are committed to conducting our construction activities in an environmentally responsible manner.

We have robust environmental management systems in place and our factories have been awarded ISO 14001:2015 to enhance environmental performance and achieve our environmental objectives.

We operate in compliance with all relevant environmental legislation, and we strive to use best practices and prevent pollution in all aspects of our operations.

## Commitments and actions:

### Compliance with Environmental Laws and Regulations

We comply with all applicable environmental laws, regulations, and standards set by the local, regional, and national authorities. Our construction activities are conducted in full compliance with these requirements to ensure the protection of the environment and surrounding communities.

### Waste Management and Waste Reduction

We strive to minimise waste generation by adopting a waste take back scheme whereby waste is taken back, cleaned and restored for reuse.

### Recycling and Reuse

In our manufacturing operations we aim to re-use as much of our membrane production waste as possible, with a zero-to-landfill target.

We reduce packaging at factory, aiming to always minimise or eliminate packaging wherever possible, and 100% of our plastic packaging is recycled.

We comply with and support any and all on-site recycling programmes as run by on-site contractors.

### Hazardous Materials

We handle and dispose of hazardous materials in compliance with applicable regulations and safety data sheets. Strict protocols will be established to ensure their safe storage, transportation, and disposal, minimising any potential harm to the environment and human health.

### Energy Efficiency

We promote energy-efficient practices by incorporating sustainable design principles and utilising energy-efficient technologies whenever feasible.

## Equipment and Vehicles

We currently have a 100% hybrid policy for our fleet of vehicles, with 40% of the fleet fully electric, and plans to move to 100% fully electric fleet. Our vehicles are regularly maintained to ensure they operate at maximum efficiency.

## Water Conservation & Stormwater Management

Our roof waterproofing systems perform to or above current recommendations. A key focus of our mission to unlock the full potential of our flat roof spaces is to prevent urban flooding caused by climate change, through the design of blue roof attenuation systems, and rainwater management and reuse.

## Biodiversity and Habitat Protection and Preservation

Another focus for us is to nurture urban biodiversity through the restoration and creation of unique ecosystems within the urban roofscape. We use our design expertise and industry influence to help achieve and overshoot the 10% net biodiversity net gain (BNG) mandate through strategic planning of roof gardens.

## Community Intervention

We actively participate in community intervention via projects and events. Employees are encouraged to take a paid day of leave to engage, participate and learn. We have partnered with 6 climate and community charities to support their work because we care about our impact on the world and want to do what we can to create positive change.

## Environmental Commitments in our Office (and Home Offices)

At Axter we operate from a central office with hybrid working options. This policy has been developed to inspire employees to action environmental stewardship of our central office, as well as review their home office practices and consider implementing changes to reduce the use of energy, water and other resources whenever possible to minimise our environmental footprint.

### In the office

- Reduce the use of all non-essential paper supplies such as printing onto paper, post-its, stickers etc
- Mostly use and refer to digital documentation
- Repair and re-use electronic supplies (computers, printers, phones etc) that are CO2 intensive to produce until their end of life.
- Recycle waste.
- Recycle our electronics (for example <https://recono.me/about-us/>)
- Recycle / responsibly dispose of hazardous waste like batteries and ink cartridges
- Partner with local companies for office supplies and ensure any food we offer at meetings, events, in our kitchen is seasonal and locally produced as far as possible.

### Additional environmental opportunities for the home office:

- Adopt the use of low-flow appliances and taps if possible
- Encourage smart meters to be installed in homes to track energy efficiency
- Use energy-efficient lighting and electrical home appliances if possible

- Mindfully reduce energy consumption at home by turning off lights, reducing heating, and unplugging appliances when not in use
- Consider switching to a green energy supplier whose energy is derived from renewable sources such as Green Energy UK <https://www.greenenergyuk.com/>

### Supplies and suppliers

- Purchase recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable
- Purchase and use recycled paper when paper is needed
- Use environmentally friendly cleaning products whenever possible
- Encourage environmental responsibility among our contractors, suppliers and customers

### Meetings

- We hold virtual meetings to reduce CO2 emissions whenever possible
- Limit business travel and try to take public transport when travelling to meet in person when we can
- We participate in the Cycle to Work Scheme

By adopting this Environmental Policy, we affirm our dedication to our sustainable commitments and pledge to be responsible custodians of our people and planet.

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