

Environmental Policy

At Convergence (Group Networks) Limited, we recognise that the delivery of our connectivity, network and managed services has an impact on the environment. Our activities include the design, provision, operation and support of network infrastructure, data connectivity solutions, hosted and on-premises equipment, and associated engineering and office-based activities. We are committed to protecting the environment, preventing pollution, and reducing the environmental impacts associated with these activities.

We demonstrate this commitment through the implementation of effective processes and controls designed to minimise environmental harm, improve resource efficiency and support sustainable ways of working. We will continually improve our Environmental Management System (EMS) and operate it in accordance with the requirements of ISO 14001:2015, with the objective of enhancing our environmental performance and supporting our wider business strategy.

Our aim is to minimise the negative environmental impacts of our activities by:

- Complying with all applicable compliance obligations, including relevant environmental legislation, regulations, industry standards and other requirements to which the organisation subscribes.
- Identifying and managing our significant environmental aspects, with particular focus on energy consumption associated with network and data centre operations, carbon emissions from electricity use, business travel and company vehicles, and the management of electronic waste arising from network equipment and installations.
- Preventing pollution and reducing waste by promoting efficient use of resources, minimising waste generated during installation and maintenance activities, and ensuring the responsible reuse, recycling or disposal of electronic equipment and materials.
- Improving energy efficiency and reducing emissions, including the selection of energy-efficient equipment, optimisation of network operations, and encouraging low-carbon working practices such as remote support and virtual collaboration where practicable.
- Setting environmental objectives and targets on an annual basis, monitoring progress against these objectives and taking corrective actions where necessary to drive continual improvement.
- Considering environmental performance within procurement and supplier management, working with suppliers, partners and service providers to promote responsible environmental practices across our supply chain.
- Documenting, implementing, maintaining and communicating the requirements of our Environmental Management System to employees and those working on our behalf, ensuring awareness of individual responsibilities.
- Communicating this Environmental Policy to interested parties, both internally and externally, and making it available upon request.

Our environmental objectives are defined within our Environmental Manual (EMS002) and progress against these objectives is reviewed regularly through our management review process. Information relating to our objectives and environmental performance is available to interested parties upon request.

The Company's Directors, managers and employees are fully committed to implementing and maintaining this policy and to integrating environmental considerations into day-to-day decision making and service delivery.

Signed:

Date: 05/01/2026



Neal Harrison

Executive Chairman