

Environmental Policy Statement

The Director(s) of Coombs and Partners recognise that the company's activities, products and services may have detrimental impacts on the environment and consequently fully commit themselves and the group to a process of continual improvement in all aspects of company activities, products and services where environmental impacts can be prevented or minimized and where environment gain might be achieved.

We will comply with all applicable environmental legal requirements and other requirements to which the company may from time to time subscribe and which relate to environmental aspects.

Coombs and Partners will maintain a framework for setting and reviewing environmental objectives and targets and will ensure that these are documented, implemented and maintained and that relevant environmental information is cascaded down through the company to all levels and activities and to all interested third parties.

In order to maintain high standards of environmental management, it is also our policy to:

- Establish targets in key areas against which we measure the improvement of our environmental performance.
- Undertake regular management reviews and audits to ensure implementation of the policy and compliance with legislation.
- Commit to continuous improvement and continually invest in best practice, innovation and training.

Coombs and Partners' Environmental Policy lays out in more detail our approach to the environment and to environmental issues.

A handwritten signature in black ink, appearing to read "RJ Barwick", enclosed in a thin black rectangular border.

RJ Barwick, Managing Director

01 March 2024