

Environment & Sustainability Policy Statement 2022



Integral is looking to shape the future of facility services through innovation, technology & engineering excellence.

Integral acknowledges that, due to the nature of our business, we are subject to a variety of environmental regulations and policies. We recognise there are aspects of our business impacting the environment, and we must manage and reduce this impact by complying with environmental legislation and adopting wherever possible policies and commitments of our Parent Group, JLL.

We shall conduct our business operations in a manner that strives to preserve the environment and minimise any environmental impact while considering the needs of our business and stakeholders.

To improve Integral's Environmental performance, we operate an Environmental Management System which conforms to ISO 14001:2015. We shall strive for continual improvement by setting SMART environmental objectives and targets and reporting performance to stakeholders.

Application of the System will only be successful with the commitment of all employees. Therefore, the organisation is committed to:

- Raising environmental awareness of all our employees through training and compliance with our Environmental Management System. Staff are highly encouraged to participate in our management system's continual development.
- Promoting a sustainable approach to business in partnership with our clients and other stakeholders by conserving energy, promoting a circular economy through resource efficiency, preferring low carbon materials, and implementing the Waste Management Hierarchy.
- We are committed to preventing pollution and minimising the environmental impacts throughout the life cycle; (including disposal) of materials, equipment, and any other physical assets under our control.
- Reducing our carbon emissions across scopes 1 – 3 as we work towards a Net Zero Carbon (NZC) future. We are working towards introducing Electric Van (EV), eliminating Single-Use Plastics (SUP) and ensuring zero waste fit-outs.
- Promoting an inclusive workspace through balancing the gender in leadership, an annual donation of one percent of pre-tax profit to charity and aligning community activities to our six (6) priority United Nations Sustainable Development Goals.
- Creating healthy spaces and improving the wellbeing of staff by reducing accident severity rate, diversifying our supply chain, upskilling, and retooling to match competency for a NZC future.

This Environment and Sustainability Policy Statement will be reviewed annually as a minimum or more frequently where there have been significant changes to the business or the nature of the company's activities.

Chief Operating Officer (Statutory Director)
January 2022.