

# Environmental Policy Statement

Axis CLC delivers property and asset maintenance services across the Housing, Hotel & Leisure, Commercial, Education, and Industrial sectors, employing over 2000 staff through a network of nationwide branches. Our scale enables us to provide local, regional, and national services while embedding environmental responsibility at every level of our operations.

## Our Commitment

We are committed to protecting the environment, preventing pollution, and reducing our carbon footprint. We recognise that climate change poses significant risks to the built environment and the communities we serve. Our environmental strategy is designed to mitigate these risks and contribute to the transition to a low-carbon economy.

Our approach is guided by four core values:

**Integrity:** We strive to exceed our compliance obligations and work collaboratively with customers, supply chain partners, industry peers, government, trade bodies, and sector forums to drive environmental best practice.

**Innovation:** We invest in new systems and solutions that enhance environmental performance on our projects.

**Teamwork:** We work in partnership with clients, suppliers, and communities to co-develop innovative approaches to environmental improvement.

**Performance:** We set and review short- and medium-term environmental objectives and targets, aligned with our Net Zero Strategy. We measure and report our performance annually, ensuring transparency and continuous improvement.

## Respect for People and Communities

We provide environmental training to our workforce and supply chain, encouraging site-level commitments and behaviours that support our environmental goals. We focus on the environmental issues where we can make the greatest impact:

- Minimise pollution, carbon, and waste through robust processes across our fleet, buildings, and supply chain
- Promote sustainable sourcing, retrofit, and energy efficiency in the built environment
- Engage stakeholders and build climate resilience through awareness, adaptation, and collaborative action

## Our management approach

We implement, maintain, and continually improve our Environmental Management System (EMS), aligned with ISO14001 and embedded in our Operating Framework. This ensures:

- Clear responsibilities, legal compliance, and integration with business operations
- Effective incident response and measurable environmental objectives
- Annual review and continuous improvement across all levels of the organisation

## Everyone's Responsibility

All employees and those working on our behalf are expected to support this policy by:

- Act responsibly and cooperatively by considering environmental risks, following procedures, and supporting improvement initiatives
- Contribute to our shared goals through training, everyday actions, and upholding our environmental values

## Transparency and Review

This policy is reviewed annually and at other times as required to ensure it remains relevant and effective. It is available to all stakeholders and published on our website and internal platforms.

A handwritten signature in black ink, appearing to read 'Richard Morris', written over a light grey horizontal line.

**RICHARD MORRIS**  
**GROUP CHIEF EXECUTIVE OFFICER**

Policy Owner: Head of Sustainability

Review Date: 01 November 2026

## Version Control

Version	Date	Author	Change Description
Axis CLC v1.0	December 2025	Natalia Block	Axis CLC joint policy