



Environment Policy

We recognise the increasing impact of environmental change on our business, the climate, and its importance to our stakeholders. We believe that the responsible management of natural resources, climate change mitigation and adaptation, along with our commitments to pollution prevention and protection of the environment are essential to delivering a cleaner future and a successful business. This Policy supports our Environmental Strategy.

We are committed to continual improvement of our environmental performance and reporting openly and transparently on our environmental programs and performance.

We will:

- Maintain an effective environmental management system, compliant with ISO 14001: 2015 and comply with relevant environmental legislation.
- Set SMART environmental objectives and targets to deliver continual environmental performance improvement.
- Monitor and audit our environmental performance and use the information to improve that performance.
- Assess significant environmental risks and implement controls to prevent pollution and minimise our impact on the environment.
- Consider environmental impacts, performance, efficiency and potential improvements, when:
 - Developing new products and services
 - Procuring, developing or refurbishing premises, equipment, fleet or services
 - Acquiring new businesses and entering into joint ventures
 - Selecting suppliers, monitoring, measuring and auditing their performance and engaging with them to promote reduced resource use and circular solutions.
- Empower our line managers to take responsibility for managing environmental performance with the support of other employees and environmental professionals.
- Raise environmental awareness and competence levels across the organisation.
- Engage our people in environmental performance improvement programs and initiatives.
- Provide appropriate information, training and guidance to our people.
- Require you to work to the standards set out within our Environmental Management System, part of the Safety, Health & Environment Management System (SHEMS).
- Require you to comply with environmental laws, rules and best practice.
- Require you to minimise the use of natural resources (water, energy, fuel, materials), and avoid unnecessary waste generation
- Require you to report environmental incidents via ERICA and assist in addressing their causes to prevent recurrence.
- Ensure you share environmental best practice to drive continual improvement.

Where to go for help

This Policy Statement is supported by the following procedures and standards accessed via RMG intranet, Compliance and Sustainability:

- Environmental Management System
- StayCalm – also available at <https://staycalm.online/>

Accessed via [Policies and reports \(royalmailgroup.com\)](#)

- [ESG Policy Statement](#)
- [Responsible Procurement Code](#)
- [Health and Safety Policy](#)
- [Business Standards](#)

1 June 2022

Policy Owner: Corporate Affairs Director

Who does this Policy apply to?

This policy applies to all individuals working for, or on behalf of Royal Mail Group Limited (including Parcelforce Worldwide), such as, employees, agency workers, workers, consultants, or self-employed contractors. The policy applies to all companies that are either wholly or majority owned by Royal Mail Group Limited, excluding GLS, which has its own policy and management system. The Company requires all those working on its behalf to comply with all applicable environmental laws in all their dealings for or on behalf of the Company.

A handwritten signature in blue ink, appearing to read 'Simon', with a long horizontal stroke extending to the right.

Simon Thompson Chief Executive Officer Royal Mail, June 2022