



## Royal Mail Policy Statement

# Environment & Energy 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.

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

This Policy supports our Environment Strategy, 'Steps to Zero'.

### We will:

- Maintain an effective environmental management system, compliant with ISO 14001: 2015 and comply with relevant environmental legislation.
- Maintain and continually improve an effective energy management system for our built estate, compliant with ISO 50001: 2018 and meet relevant energy efficiency, energy use and energy consumption compliance obligations.
- Set SMART environmental objectives and targets to deliver continual environmental and energy performance improvement.
- Commit sufficient resources to achieve our stated objectives and targets and review this resource as part of management processes.
- Monitor and audit our environmental and energy 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, energy 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 and energy performance with the support of other employees and environmental professionals.
- Engage colleagues in environmental performance improvement programs and initiatives.
- Provide appropriate information, training and guidance to our people.
- Commit to conducting our political and trade association engagement activities in line with the goals of the Paris Agreement, using our position to advocate in a climate positive way.
- Commit to raising internal and external awareness of environmental policy and impacts. Additionally, raising environmental competence levels across the organisation.
- Commit to measuring biodiversity across our estate, progress our reporting and implement improvements.

### You will:

- Ensure you work to the standards set out within our Environmental Management System, part of the Safety, Health & Environment Management System (SHEMS).
- Ensure you comply with environmental laws, rules and best practice.
- Ensure you minimise the use of natural resources (water, energy, fuel, materials), and avoid unnecessary waste generation

- Ensure you report environmental incidents via ERICA and assist in addressing their causes to prevent recurrence.
- Ensure you share environmental best practice to drive continual improvement.
- Raise energy awareness and competence levels across the organisation by engaging colleagues in energy performance improvement programs and initiatives.

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

Accessed via [Policies \(internationaldistributionsservices.com\)](https://internationaldistributionsservices.com)

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

**28<sup>th</sup> March 2023**

**Policy Owner:** Corporate Affairs Director

The non-executive ESG Committee approve the Environment policy and have oversight for improving our environmental performance.

### **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 and PFSL), 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. 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.

**Simon Thompson Chief Executive Officer Royal Mail,**

