

# Environmental Policy

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## Introduction

This Environmental Policy sets out the approach adopted by John Pulsford Associates Limited (JPA Workspaces) to its Environmental Management System. In addition to focusing on carbon and waste, finite resources and biodiversity impacts are also addressed.

The policy is endorsed by Directors, Shareholders and Leadership Team to realise the company vision as the "Trusted, expert designer and provider of sustainable workspaces which are better for people and planet" and supported by our company values.

## Impacts

JPA Workspaces operate in the contract furniture industry - specifying, sourcing, supplying, installing and maintaining products, services and accessories across Commercial, Educational, Hospitality and Healthcare sectors. In an industry known for high levels of waste, we focus on product longevity and circularity to reduce carbon, waste and impacts on finite resources and biodiversity – UN SDG12.

Key environmental impacts from our business operation are scope 1 & 2 emissions from heating, and transport, furniture waste and scope 3 supplier spend emissions, our largest impact at over 90%.

## Action

Data and impacts are monitored through KPI. External auditing is completed by Ecovadis (Gold Medal 2024) and published carbon assessment by Net Zero International against GHG Protocol and 2021 baseline with short and long-term reduction targets.

## Commitments

JPA are committed to the ongoing operation of our environmental management system to satisfy requirements and operation in accordance with the international standard ISO 14001:2015. We are committed to allocating adequate resources for compliance with the associated requirements and using the framework as valuable tool to maintain and improve performance.

### As a minimum we shall:

- Ensure controls to fulfil relevant legal, statutory obligations and other compliance obligations
- Develop preparedness for future legislation
- Continuously improve the effectiveness of our management system through formal objectives and measurement against KPI data to enhance environmental performance
- Protect the environment and prevent pollution
- Develop measurable impact data for carbon, waste, resource re-use, biodiversity
- Continue to be Zero-to-landfill.
- Work to develop greater supply chain transparency – materials sourcing chemicals, timber etc
- Communicate this policy internally to our teams and supporting actions
- Communicate this policy externally on our website to all stakeholders – clients, suppliers etc
- Develop ongoing training and communication with all stakeholders
- Engage more broadly with stakeholders – staff, community, clients, industry, supply chain

### Objectives and Targets

- Short-term 65% Scope 1 & 2 reduction by the end of 2026.
- Continued carbon reduction to achieve 50% reduction across all 3 scopes by 2030.
- 50% Carbon reduction per member of staff by 2030 (intensity metric.)
- Audit top 50% supplier spend for actual scope 1 & 2 data in 2025, 80% spend in 2026.
- NetZero by 2040 for all JPA emissions.

### Approval and Review

This policy has been approved by our leadership team to ensure it is appropriate to the nature, scale, and purposes of the business. It is subject to regular review with a formal update at least once within a 3-year period to ensure continuing suitability.