Environmental & Sustainability Policy

Yordas Group recognises that the Company's success, and the success of Yordas' clients, is increasingly dependent on the integration of sustainability principles with the Company's activities. Yordas strives to encourage behaviour and initiatives that will protect and improve the environment, while fostering the creation of economic and social benefits.

The Yordas approach to environmental management is based on the following principles:

Leadership

Yordas demonstrates active, visible and effective leadership to inspire their peers and the next generation to apply sustainability principles in their everyday activities. Yordas engages with employees and builds collaborative business relationships to embed best practices into everyday business decisions.

Risk and opportunities management

Yordas is committed to minimising the Company's environmental impact while maximising social benefits. Yordas manages risks and opportunities by setting organisational objectives, monitoring progress, and taking action to improve performance.

Innovative solutions

Yordas is committed to working closely with clients and suppliers in all industry sectors to introduce innovative business solutions that meet sustainability objectives and are grounded with sound technical knowledge and scientific evidence.

Continual improvement

Yordas is working to create a culture of social responsibility where the Company continually improves its environmental performance and strives to limit negative impacts associated with business activities.

Yordas implements the above principles by:

1. Raising awareness of this Policy, both internally and externally;
2. Fulfilling all applicable environmental compliance obligations;
3. Integrating environmental considerations into everyday purchasing decisions;
4. Using resources efficiently to reduce consumption and waste;
5. Reducing carbon intensive travel where possible, through flexible work arrangements, use of technology for remote conferences, and by encouraging use of sustainable transport systems;
6. Managing risks associated with chemical use, storage and disposal;
7. Ensuring activities are adequately resourced and systematically managed following the PDCA (Plan, Do, Check, Act) framework.

This Policy has been developed in conformance with the ISO 14001 standard, which has been planned and developed jointly with other ISO standards as part of the Integrated Management System. The Company is accountable for its implementation and their employees are essential in achieving effective implementation. Management is responsible for communicating this Policy within the organisation and to ensure that its intent is understood by employees at all levels.Yordas reviews this Policy annually in line with their other management systems, or when there are significant changes to business activities.

Revision		Reason for Revision	Description of Revision
Date	**#**		
Nov 2020	0	Annual Review	No changes
Dec 2021	0	Annual Review	No changes
June 2023	1	Annual Review	First paragraph reworded