

Carbon Reduction Policy

Global Associates is committed to protecting the environment by demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products, and services. In particular we recognise the importance of decarbonising our business and we have set a goal for Global Associates operations to become carbon neutral by 2030.

Global Associates strategy for our operations to achieve net zero carbon emissions is based on:

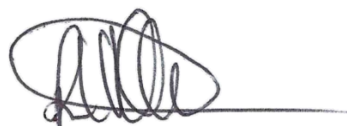
- implementing, maintaining, and communicating this policy across the group and making it available to all interested parties.
- compliance with legislation and regulations, and other applicable requirements to which Global Associates subscribes.
- strategic decision making and improved operational practices to decarbonise our business.
- measurement, monitoring, analysis and reporting of our carbon emissions.
- establishment and regular review of objectives and targets and publication of our performance against these objectives.
- investment of appropriate resources and information to achieve our objectives and targets.
- improving the energy efficiency of our buildings, site operations and IT systems and sourcing renewable energy where technically and commercially practicable.
- continued investment in agile working and IT and communication systems.
- minimising business travel.
- working with our supply chain to improve performance.
- training and supporting our staff to inform and empower them to implement carbon neutral solutions at work and at home.
- advising and working with our clients to achieve aligned carbon neutral goals.
- ensure the responsible use of natural resources and the minimisation of waste and energy consumption; and
- considering carbon offsetting for residual carbon emissions.

Protection of the environment in which we live and operate is part of Global Associates values and principles and we consider it to be sound business practice. Care for the environment and the quality of our services are key to the way we do business.

Global Associates personnel work in accordance with the defined operational procedures and are trained in the operation of our certified Quality and Environmental management system (QE MS).

Within the company, the implementation and effectiveness of the QE MS are regularly reviewed at senior management level. The Global Associates QE MS has been certified as meeting the requirements of the current versions of the international standards ISO9001 and ISO 14001.

Signed :

A handwritten signature in black ink, appearing to read "Paul Wetherfield", is written over a horizontal dotted line.

Paul Wetherfield – Chief Executive

Dated :

2nd January 2025