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| Document Title: | Environmental Policy   |
| Client Name:    | i3Works/i3Capital Ltd. |
| Version         | 1.3                    |
| Prepared For:   | Ben Ames               |
| Prepared By:    | Ben Lewis              |
| Pages           | 4                      |

## 1. Introduction

- 1.1. i3Capital is a Management Consultancy providing services in architecture, assurance and audit, business change and transformation, cyber security and information assurance, digital services, project controls, P3M consultancy, service management, and climate security, ESG and sustainability. Our services cover multiple industries including Defence, public and private sectors across the United Kingdom. Founded in 2014, our staff directly influence how we develop and shape our growing business whilst taking pride in efficient and effective delivery for our clients.
- 1.2. The environmental policy set out in this document provides the framework for achieving the goals and objectives detailed within our Environmental Management System as part of the ISO14001 standard. Through achievement of goals and objectives i3Capital aims to affect positive environmental change as an organisation.

## 2. Policy Statement

- 2.1. The policy has been developed to impact everyone in i3Capital, from the directors, sector leads, and all other employees. This will form the basis for the development, implementation, and continued compliance with the ISO14001 standard. In achieving accreditation, we aim to embed continuous improvement in line with our environmental objectives. This falls in line with i3Capital's reputation for commitment to creating value with integrity, innovation and knowledge and will allow us to continue to adapt for the future.
- 2.2. i3Capital policy sets out our commitment to:
- 2.3. Continuously improving our impact on the environment by reducing pollution, waste or any other external factor negatively impacting the environment.
- 2.4. Set objectives annually and implement initiatives to meet them, in line with the ISO14001 standard.
  - Any legal or regulatory compliance that i3Capital is beholden to will be included in our Environmental Management Register and compliance will be reviewed on an ongoing basis.
  - Environmental impact will be discussed when planning business decisions that will influence the direction i3Capital takes in the future.
  - Internal reviews of Environmental Management Systems documentation to ensure compliance with ISO14001 and reflect the current business position to be completed by the Environmental Compliance Managers.
- 2.5. This document will be stored as part of the Environmental Management System, in addition to being accessible on the company website allowing any stakeholder of i3Capital or interested external parties to view.
- 2.6. i3Capital Environmental Compliance Managers and Directors will review this policy annually, or in an instance when there are significant organizational or external environmental regulation changes that impact the Environmental Management System.

- 2.7. To ensure continual improvement, i3Capital will set annual environmental objectives, in line with this policy and the ISO14001 framework, addressing risks and opportunities within the company. Any changes to i3Capital' environmental policy and objectives will be communicated throughout the company. This will ensure that all employees will be aware of and understand any role they may play in helping i3Capital achieve its stated objectives.
- 2.8. As part of this policy Environmental Managers will be responsible for the communication of the policy to new starters, in addition to providing additional information on the roles and responsibilities of colleagues within i3Capital.

## Document Control

### Revision History

| Version | Date     | Amended By        | Summary of changes                                                   | Approval by    | Release Date |
|---------|----------|-------------------|----------------------------------------------------------------------|----------------|--------------|
| 1.3     | 25/11/24 | Ben Lewis         | Update compliance                                                    | Murray Simpson | 26/11/24     |
| 1.2     | 24/11/23 | Ben Lewis         | Change to services and wording                                       | Murray Simpson | 25/11/23     |
| 1.1     | 19/07/22 | Alexandra Russell | Amendments to introduction paragraph – No change to policy statement | Ben Lewis      | 07/11/2022   |
| 1.0     | 14/09/21 | Ben Lewis         | First Release                                                        | Ben Ames       | 30/03/2022   |

### Document Review/ Maintenance

This document has been reviewed by the following people, in addition to those listed above:

| Version | Date     | Name      | Title             |
|---------|----------|-----------|-------------------|
| 1.3.    | 04/09/26 | Ben Lewis | Annual Review     |
| 1.3.    | 30/12/25 | Ben Lewis | Annual Review     |
| 1.3     | 30/07/25 | Ben Lewis | Review (Mid-Year) |
| 1.2.    | 28/08/24 | Ben Lewis | Review (Mid-Year) |

### Review Schedule

The review schedule for this document is:

| Frequency | Next Review Date | Reviewer  | Approver |
|-----------|------------------|-----------|----------|
| Annual    | 04/09/27         | Ben Lewis | HR Lead  |