

## **Greenbackers Environmental Policy**

### **Our Aims**

Greenbackers is committed to improving our environmental performance and implementing best practices to minimise the environmental impacts of our business operations.

We will also seek to implement strategies that will reduce the impact of environmental risks on our organisation.

We recognize our responsibility to protect the environment and contribute to a sustainable future. This environmental policy outlines our commitment to minimizing our environmental impact and promoting eco-friendly practices within our operations.

The purpose of this document is to keep senior management and employees informed about our and their environmental roles and responsibilities within our organisation.

### **Policy aims include:**

- Implement environmental actions within our organisation.
- Monitor the environmental actions and improvements internally.
- Demonstrate leadership by working sustainably with suppliers, communicating with customers, and recommending industry-relevant environmental initiatives.

### **Scope**

This Environmental Policy applies to all Greenbackers staff, contractors, and suppliers, both full time and part time. The Policy is posted on our website and can typically be shared with suppliers, partners, and consultants to demonstrate and indicate our best practices.

### **Intent**

Our Environmental Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our organisation and the lives, work of our employees and our commitment to the planet.

### **Internal and external framing**

**Greenbackers** are committed to accelerating the move to a sustainable, low carbon economy and to reduce and ultimately eliminate the impact to the environment from our operations.

### **Our commitment is to:**

- promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- assess the environmental impacts of our operations and set objectives and targets to improve our environmental performance. We will regularly review these targets.
- provide adequate resources to meet our commitment to this policy and to the environment.
- comply with all relevant environmental legislation/regulation.
- define and communicate our policy to management, employees, and contractor responsibilities so that all are aware of their individual obligations.

- ensure that all our policies and services are developed in a way that is complimentary to this policy.
- consider environmental considerations in our procurement.
- encourage all partners and other key stakeholders to commit to improving environmental performance.
- reduce our organisations use of energy, water and minimise waste by reduction, re-use, and recycling methods where possible, whether employees are working in the office or from home.
- consider the level of travel required and the mode of travel, mandating lower carbon transportation options.
- ensure the correct level of 'offsetting' is in place, where possible, to neutralise carbon emissions, where we have been unable to avoid carbon intensive activities, operate more efficiently or replace or mitigate any residual emissions.
- where appropriate, increasing recycling practices and optimising use of technological equipment.

**As employers we will:**

- share expectation of responsibility for the environment to our employees, board members, investors, and service providers.
- demonstrate through these practices our clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees and stakeholders.
- our staff is familiar with the environment impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.
- communicate this Environmental Policy to all employees, contractors and other stakeholders as well as making this policy available to the public.
- We will review this Environmental Policy annually and measuring targets and performance as part of that review.

**As procurers of services. we will ensure our suppliers will whenever possible:**

- Provide their own environmental policies to our organisation to demonstrate their carbon footprint and carbon reduction targets, where possible
- Work in collaboration with us where possible to reduce the overall environmental impact of the supply chain.

This Environmental Policy was adopted by the Board of Greenbackers Investment Capital Limited on **31 March 2023**

Implementation of this Environmental Policy is the direct responsibility of the board and senior management, and indirectly, all directors, employees and contractors working for the company.

This policy was last updated on **31 March 2023** and will be next reviewed on **31 March 2024**.