



Environmental & Sustainability Policy

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|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Document Owner | Compliance Officer |
| Authorised to Approve | Board/Directors |
| Review Schedule | Annual, or until such time there is a significant change in the legislation or the organisation |
| Category | <input checked="" type="radio"/> Legal/Critical <input type="radio"/> Financial/High <input type="radio"/> Reputation/Med <input type="radio"/> Other/Low |

Revision History

| Version | Date | Author | Summary of Changes | Approved by |
|---------|---------|--------|---------------------------------------------|-------------|
| 001 | June 23 | CM/JS | Environmental Policy created | PH |
| | Feb 24 | CM/JS | Reviewed, no changes | Board |
| | Jun 25 | CM | Changed to FGH Group Letterhead | JS |
| | Apr 26 | CK | Net zero targets, fleet and training added. | JS |
| | | | | |

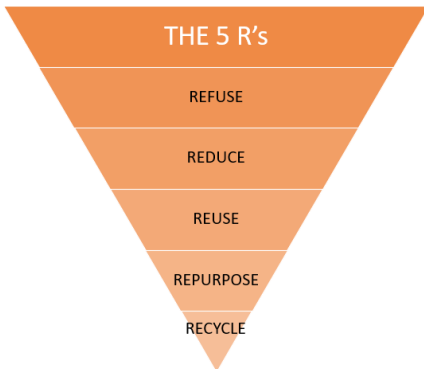
Organisational Scope

| FGH Group | | | | |
|--------------|--------------|-------------|-------------|--------------|
| FGH Security | FGH Training | FGH Consult | FGH Systems | FGH Teoranta |
| UK | UK | UK / UAE | UK | ROI |
| Yes | Yes | Yes | Yes | Yes |

Environmental Statement

The purpose of FGH Group is Keeping People Safe.

As such, we recognise our corporate and social responsibility and are committed to carrying out our operation in an ecologically responsible manner to protect the environment from the impacts of our activities and continuously improve the eco-friendly management of our day-to-day activities.



We do this by working to 'The 5 R's' through which we make a conscious effort to consider the responsible management of our resources.

We take all reasonably practical measures to limit our impact such as the reduction of emissions and energy usage, sourcing recycled and sustainable materials and recycling waste and equipment. We strive to lower our carbon footprint through responsible travel, a transition to electric and hybrid fleet, developments in technology and energy conscious office spaces.

FGH Group commits to being net zero across Scope 1, 2 and 3 emissions by 2050. We aim to reduce our scope 1 emissions by 75% by 2035 and are committed to reporting our emissions year on year.

We promote environmental awareness to our customers and team members and believe this benefits the overall well-being and economic health of the communities in which we operate. We prioritise partnerships with suppliers who share our commitment to environmental stewardship.

We diligently adhere to all applicable environmental laws, regulations and standards. We strive to go beyond compliance wherever possible by setting higher internal standards to reduce our environmental impact proactively.

Though the Directors have ultimate accountability for Environmental impact of the organisation, all team members have a responsibility within their own areas of work to embed the 5 R's culture organisation wide. We embed these behaviours through education training, policies and environmental campaigns.

Peter Harrison
Managing Director

Jessica Spencer
Shared Services Director

This policy statement summarises how the company operates and maintains its environmental systems and objectives to the requirements of ISO 14001 and is communicated to all our team members, customers, interested parties and the public. This policy statement is reviewed annually and amended if appropriate.