



Environmental Policy

Bond International recognises that its activities impact on the natural environment and we are committed to understanding and reducing this impact.

Key to our commitment to continual improvement is the goal of understanding, and meeting the needs of the natural environment, thereby performing our activities in a sustainable manner. To this end we aspire to:

- Continually understand and fulfil the changing requirements and expectations of the natural environment and interested parties in a constructive and sustainable manner; thereby achieving compliance with environmental legal and other requirements;
- Understand what constitutes acceptable standards, through the setting, monitoring and review of environmentally focused objectives and targets, and ensure they are communicated to all persons working on our behalf;
- Prevent pollution, protect the environment and assist third parties working on our behalf to work in a similarly environmentally conscientious manner;
- Maintain dialogue with our clients, employees and other interested parties;
- Control, communicate and review all our processes that are crucial to achieving compliance with environmental legal and other requirements, notably through the implementation and maintenance of our Integrated Management System ("MS").
- Provide a working environment to encourage employees at all levels to direct their abilities to the continued success of the organisation and the interests of the natural environment, as well as their own personal fulfilment.

We are committed to achieving continual improvement of both our performance and the effectiveness of our processes, as contained within the MS, and to comply with the requirements of ISO 14001:2015. Adhering to these will allow us to understand, control and enhance how we achieve responsible environmental stewardship.

The CEO is accountable for the effective implementation of this policy, and the wider MS, but with the assistance and commitment of all employees within their specific area of responsibility. Notably, the Person with Responsibility for the MS shall be responsible for ensuring that this policy and the MS is implemented and maintained throughout Bond International.

We will seek to embed this policy into 'business as usual' activities and will communicate it to employees, persons working on our behalf and other interested parties, via the MS and website. This policy will be reviewed annually to ensure it continues to meet the needs of the organisation, and reflects new developments, changes in legislation and feedback from all interested parties.

A handwritten signature in blue ink that reads "S. Christian".

Scott Christian
CFO & COO

5th September 2025