

# Environmental Policy

Pole Star EAM Ltd recognises that its operations have an impact on the environment and embraces its responsibility to protect and enhance the natural world wherever possible. We are committed to integrating sound environmental practices into our daily operations and strategic decisions.

To achieve this, the Executive Team is committed to:

1.

**Setting and reviewing measurable environmental objectives** that reflect the organisation's context, strategic direction, and the risks and opportunities we face;

2.

**Complying with applicable legal requirements and other environmental obligations** relevant to our operations;

3.

**Preventing pollution and reducing waste** through improved resource efficiency and responsible consumption;

4.

**Adopting industry best practices** wherever practicable, particularly where they support sustainable and efficient operations;

5.

**Continually improving our environmental performance** through an effective Business Management System aligned with ISO 14001:2015.

Pole Star EAM Ltd maintains a structured programme of work to support these commitments. Environmental objectives are embedded into our Business Management System and tracked through regular performance reviews, audits, and leadership oversight.

The success of this policy relies on the active involvement and awareness of all employees. Everyone at Pole Star EAM Ltd is expected to understand their environmental responsibilities and contribute to our shared goals as part of their everyday duties.

This policy is reviewed regularly to ensure its continued suitability and is communicated to all relevant stakeholders.

**Authorised by:**



**Co-Chief Executive Officer** Pole Star EAM Ltd