

Lithos is committed to promoting a culture of sustainability within both the work environment and in the professional services we provide. Appreciation of the challenges and a desire to improve and promote improved sustainability throughout the business is integral to the activities and management of the organisation.

We support the concept described in the report of the Brundtland Commission 'Our Common Future', which stated: '*Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs*'.

We aim to follow and promote good sustainability practice adopting where practicable selected appropriate and relevant objectives based on the UN Sustainability Goals. In doing so, we aim to address the three pillars of sustainability (Social, Environmental, Economic – also referred to as People, Planet and Profits). We believe, this can be achieved by aiming to reduce the environmental impact of our activities, increasing the social benefits to our staff, stakeholders and the public and providing 'value for money' in our activities, whilst promoting a similar recognition and ambition within our clients and supply chain.

To achieve these ambitions, through our behaviours, practises and procedures we will:

- Comply with applicable regulations and codes of practise
- Recommend sustainable technical solutions within our professional services to maintain and improve soil and groundwater quality and control ground gas emissions
- Integrate sustainability into our commercial and technical decisions
- Aim to make our staff, clients and supply chain aware of our policy and commitment and encourage adoption of similar policies
- Calculate and monitor our carbon footprint per capita annually
- Implement sustainable procurement where possible, including single use plastics and reducing packaging
- Adopt, encourage and support sustainable travel options where safe and practical and certainly convert to using electric vans by 2030
- Operate waste recycling and minimisation within our activities
- Minimise our energy and water usage
- Create a safe, nurturing and equitable place of work
- Paying everyone the Real Living Wage
- Promote good health and wellbeing within the company
- Commit to inclusivity, diversity and gender balance within the company and recruitment procedures
- Encourage and support our employees to engage with the community through volunteering and other charitable endeavours
- Operate an anti-bribery and anti-slavery policy
- Review this policy on at least an annual basis and revise it as required

SIGNED

A handwritten signature in black ink, appearing to read "Mark Perrin".

MANAGING DIRECTOR

NAME: Mark Perrin

DATE: January 2026