

Environment & Sustainability Policy Statement 2024



Integral UK Limited, a JLL company is committed to delivering sustainable services excellence across all client accounts through provision of the installation, servicing and maintenance of building services, building and MEP projects and cleaning services.

Due to the nature of our business, we are subject to a variety of environmental regulations, frameworks and policies. We recognise there are aspects of our business operations which have an impact on the environment, and we must manage and reduce these impacts by complying with environmental legislation and adopting wherever possible, frameworks and commitments of our Parent Group.

Integral shall conduct our business operations in a manner that strives to preserve the environment and minimise associated impacts while considering the needs of our business and stakeholders.

To improve Integral's environmental performance, we operate an Integrated Management System which conforms to ISO 14001:2015. We shall strive for continual improvement by setting SMART environmental objectives and targets and reporting performance to stakeholders.

Application of the System will only be successful with the commitment of all employees. Therefore, the organisation is committed to:

- Raising environmental awareness of all our employees through training and compliance with our Environmental Management System. Staff are highly encouraged to participate in our management system's continual development.
- Promoting a sustainable approach to business in partnership with our clients and other stakeholders by conserving energy, promoting a circular economy through resource efficiency, preferring low carbon materials, and implementing the Waste Management Hierarchy.
- Preventing pollution and minimising the environmental impacts throughout the life cycle; (including zero to landfill disposal) of materials, equipment, and other physical assets under our control.
- Reducing our indirect and direct carbon emissions and work towards the transition to a Net Zero Carbon (NZC) future.
- Promoting an inclusive workspace through balancing the gender in leadership, JLL commits to an annual donation of one percent of pre-tax profit to charity and aligning community engagement activities to the United Nations Sustainable Development Goals.
- Creating healthy spaces and improving the wellbeing of staff by reducing accident severity rate, diversifying our supply chain, upskilling, and retooling to match competency for a NZC future.

This Policy Statement and the associated processes and procedures are approved by the Managing Director as the authority for documents relating to Environment and Sustainability within the organisation and will be reviewed at appropriate intervals where necessary.

Managing Director
January 2024.