



Environmental Sustainability Policy - 2024/2025

This Policy outlines Imagination's environmental commitments and provides a framework to integrate sustainability considerations into all aspects of our business operations.

We recognise our responsibility to conduct business in an environmentally responsible manner and acknowledge the specific impacts of our business on the environment.

Our aim is to increase environmental awareness across our organisation with this policy, embedding carbon reduction and zero-waste practices in our everyday business, helping to preserve valuable natural resources for future generations.

Our key commitments are to:

- Monitor, manage, and continually improve our environmental performance.
- Comply with all relevant legislation and industry-specific best practice relating to the environment.
- Reduce the consumption of natural resources in daily operations.
- Maximise the recycling of resources, dispose of all waste appropriately, and minimise waste sent to non-recyclable disposal sites.
- Collaborate with clients to develop sustainable solutions throughout projects.
- Encourage suppliers to meet the highest standards of environmental performance.
- Regularly communicate our environmental performance.
- Communicate this policy to all stakeholders and make it available to the general public.

Continuous improvement is at the heart of our sustainability journey and our current initiatives include:

- Measuring our scope 1, 2 and key scope 3 carbon emissions.
- Setting emission reduction targets.
- Embedding sustainability into employee onboarding programmes and providing training to all staff.
- Establishing an Environmental Task Force across the business to support in each market.
- Engaging with our key suppliers.

The success of this policy and of our wider sustainability journey cannot be achieved without a collective effort from our entire organisation. Each individual in our business plays a vital role in delivering our sustainability commitments and is integral to their success.

The Imagination Group board will hold themselves accountable for the implementation of this policy by conducting regular reviews to meet compliance and measure progress.

Simon Bruxner-Randall
Group COO

Date: 10 July 2024