

Apogee Environmental and Energy Policy Statement

This policy statement outlines Apogee's unwavering commitment to Environmental Sustainability and comprehensive Energy Management, alongside the ongoing development and maturity of our integrated Environmental Management System (EMS).

Under the leadership of the Chief Executive Officer (CEO) and with the direct oversight of the Executive Leadership Team, we are fully committed to establishing, implementing, maintaining, and continually improving our EMS. This ensures that our environmental and energy performance is managed effectively across all aspects of Apogee's diverse operations, from resource consumption in our offices, warehouses, and workshops, to the environmental and energy impacts of our IT infrastructure, logistics, and supply chain. We recognise our profound responsibility to operate in a manner that protects the environment, minimises our ecological and carbon footprint, and contributes positively to a sustainable future. We specifically recognise climate change as a fundamental strategic factor within our organisational context and are committed to addressing its risks and opportunities through our integrated management systems.

To drive operational excellence and continuous improvement, our Chief People Officer (CPO), the head of the ESG Group, is specifically delegated the authority and responsibility for leading and overseeing Apogee's EMS and all broader environmental and energy initiatives. This includes regularly reviewing our environmental and energy performance, identifying areas for enhancement, and implementing necessary changes to adapt to evolving environmental challenges and maintain our robust sustainability standards. This is supported by a governed approach to data integrity, ensuring our reporting is based on robust and verified methodologies.

Our purpose is to clearly communicate our environmental and energy management expectations to all stakeholders, including our employees, temporary staff, contractors, business partners, and customers. We expect everyone who delivers services on our behalf or works on our premises to share our commitment. We particularly focus on optimising resource efficiency, reducing greenhouse gas (GHG) emissions, minimising waste generation, and managing all environmental impacts in a responsible manner throughout our processes.

Our overall EMS objective is to protect the environment, mitigate risks, and enhance energy performance to safeguard our natural systems, reinforce our business operations, and uphold our professional standing. Key environmental and energy aspects include:

- **Resource Efficiency:** Minimising consumption of energy, water, and materials.
- **Emissions Reduction:** Lowering greenhouse gas (GHG) emissions from our operations and supply chain.
- **Waste Management:** Safeguarding against pollution, promoting asset reuse, refurbishment, and responsible recycling.
- **Biodiversity & Ecosystem Protection:** Supporting initiatives that reduce negative impacts on natural habitats where possible.

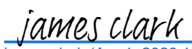
More detailed EMS objectives, targets, and monitoring will be defined separately to this policy, either within a stand-alone document or within management review processes.

Our Environmental Management System will systematically assess and manage environmental and energy-related risks and opportunities. We shall also understand and comply with any applicable environmental or related legal/regulatory requirements across all jurisdictions in which we operate, including meeting our obligations under ISO 14001:2015 and ISO 50001:2018, and contributing to ESOS compliance.

This statement has been prepared to demonstrate Apogee's commitment to continual improvement in environmental sustainability and energy performance. The Executive Leadership Team shall regularly review the effectiveness of the EMS and establish or review objectives, targets, and appropriate actions to achieve the intended outputs of the EMS. This message shall be communicated and understood throughout Apogee, and it is expected that all persons performing work on our behalf share a commitment to these values.

This Policy Statement shall be made available to the public, upon request, and shall be communicated and adhered to by all employees, temporary staff, contractors, and visitors who interact with our operations or enter any of our worksites.

This policy has been approved & authorised by:

Name: james clark
Position: Chief Executive Officer
Date: Apr 1, 2026
Signature: 
james clark (Apr 1, 2026 12:28:28 GMT+1)