

Environmental policy HBXL Group Limited

Created: June 2023

Last Reviewed: N/A

Next Review: January 2025



Mission statement

At HBXL Group Limited we recognise that the environment is vitally important to our business, our staff and clients. We recognise our responsibility to manage our environmental impacts carefully. We are resolutely committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage our suppliers and clients to do the same.

Policy aims

We endeavour to:

- Incorporate environmental considerations into our business decisions, including taking into account the indirect impacts of these decisions on the environment.
- Continually improve and monitor our own environmental performance.
- Promote environmental awareness among our visitors.

Policy priorities

1. *Our services*

- We will continually seek to maximise the positive environmental impact of the services we provide, including through our software functionality.
- We will promote greater environmental awareness and understanding through the educational resources we provide.

2. *Carbon footprint*

- We will measure and publicly report our carbon footprint (including Scopes 1, 2 and 3) annually.
- We will achieve net zero carbon by 2035 and ensure annual reductions in the carbon intensity of the business.

3. *Transportation*

- We will continue to minimise our need to travel, including through hybrid working and promoting the use of travel alternatives such as video/phone conferencing.
- We will continue to promote and facilitate the use of lower carbon modes of travel for business trips and commuting.

3. *Energy use*

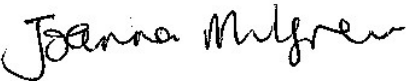
- We will seek ways of reducing energy use within our offices and in the home working environments of our staff.

4. *Purchasing of goods & services*

- We will seek to embed environmental considerations into all of our purchasing decisions. This will include seeking to avoid unnecessary purchasing, purchasing used/refurbished items where possible, seeking out recycled materials and taking into account the environmental credentials of products and suppliers.

Our Environmental Management System

We have developed a detailed Environmental Action Plan to ensure we meet the requirements of this policy. The Environmental Action Plan, together with this policy, comprises our Environmental Management System (EMS). Our EMS is independently certified by [Green Small Business](#). Our certification is maintained through an annual audit carried out independently by Green Small Business. We will update this policy at least annually.

Signed 	Date 09/01/25
Name Joanna Mulgrew	Position Managing Director