

BTS GROUP ENVIRONMENTAL POLICY

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1. Purpose

The purpose of this document is to complement the Board's Sustainability Policy by clarifying our ambitions with regards to protecting the environment and meeting UNs climate goals through waste management and reducing our carbon footprint.

As a professional services organization our environmental impact is limited to our offices and undertaking business travel. Nevertheless, we work to actively minimize our environmental impact and contribute to a more sustainable society by optimizing energy consumption and using environmentally friendly material and services.

We will act with sustainability in mind whenever possible in our operations adhering to local laws and regulations, local waste management infrastructure, and conducting our sales and client engagements in a smart way.

2. Waste Management

As a company we understand the importance of waste management and its effect on the environment. We are committed to minimizing waste by reducing printing, re-using material and recycling where possible in our operation.

We are committed to ensuring that all operations and activities are fully compliant with all current local waste management legislation and procedures.

Aims

- To minimize waste in our operations throughout the Group.
- To operate within full compliance of local environmental laws.

Objectives

- Employ effective waste management practices to identify the most efficient methods to reduce waste (glass, paper, plastics, and electronics) and to maximize the re-use or recycling of waste material by cooperating with local waste management firms where possible.
- Through training and support, ensuring that all employees are aware of their responsibilities and how compliance can be achieved and maintained.

Due to the nature of our business, we have decided not to set specific environmental targets or indicators such as energy consumption, water consumption, hazardous waste, and non-hazardous waste since these are not material factors of sustainability for us.

3. Reduce Our Carbon Footprint

Our ambition is to become carbon negative by optimizing our carbon footprint in the way we plan and conduct sales and client engagements, while continuing to invest in rainforests.

Goal: To remain carbon negative

By a combination of in-person and virtual ways of working we will

within our operation

- continue using virtual meeting platforms when possible, to reduce travel for sales and internal meetings,
- from Group level continue to invest in Rainforest Trust projects that preserve rainforest,

with client engagements

- continue using virtual meeting platforms when possible and in dialogue with our clients, to reduce travelling during project development,
- for deliveries of our learning experiences, offer a combination of in-person and virtual learning, and in dialogue with our clients find the best solutions,
- provide for self-paced studies through digital learning solutions,
- provide IT tech on site thereby reducing the need for printed material.

4. Review of policy

The policy shall be reviewed by the Board of Directors regularly, at least annually

Strategy made **personal**