

Environmental Policy - Hubexo

Owner: Head of Sustainability

Approved by: The board of directors

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Distribution: All employees



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1 Introduction

The built environment touches all our lives. It shapes the way we live, work and play. But construction is under pressure to respond to a fast-moving world with increasing complexities and changing priorities.

Hubexo helps the industry navigate this with unrivalled insights and technology solutions. By helping our customers sell more, improve efficiency and build more sustainably, we can all build a better world together.

Any reference to Hubexo or the Company in this policy shall also include all subsidiary companies.

2 Sustainability vision

To leverage our position as the leading software and information company within the construction industry, to actively support the sector's response to the climate emergency. To be the market leader in managing our corporate environmental and social impacts.

3 Policy objectives

As the leading software and information company within the construction industry, we are committed to the continuous improvement of the efficiency of the market through the availability of robust, consistent, and reliable data. The provision of environmental data is a key part of this commitment.

The direct environmental impacts of our operational activities include the use of energy for our digital services, use of natural resources for our publishing business, business travel and commuting, and the environmental impacts of our offices. We take responsibility for minimising our negative environmental impacts and aim to continuously improve our environmental performance and outcomes.

Our commitment:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- Assess the environmental impacts of our operations and set objectives and targets annually in order to improve our environmental performance. We will regularly review these targets.
- Provide adequate resources to meet our commitment to this policy and the environment.
- Comply with all relevant environmental legislation/regulation.
- Define and communicate to management, employees, and contractors these

responsibilities so that all are aware of their individual obligations.

- Ensure that all our policies and services are developed in a way that is complimentary to this policy.
- Take into account environmental considerations in our procurement.
- Report our environmental performance in our annual report.
- Encourage all partners and other key stakeholders to commit to improving environmental performance.
- Reduce our organisations use of energy, water and minimise waste by reduction, re-use and recycling methods where possible, whether employees are working in the office or from home.
- Conscious consideration to the level of travel required and the mode of travel, encouraging lower carbon transportation options.
- Ensure the correct level of 'offsetting' is in place to neutralise carbon emissions, where offsetting projects are undertaken and only as a last resort where we have been unable to avoid carbon intensive activities, operate more efficiently or replace or mitigate any residual emissions.

As employers we will:

- Share expectation of responsibility for the environment to our employees, board members and service providers.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.

Our employees will:

- Be familiar with the environment impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.

Our suppliers will:

- Provide their own environmental policies to our organisation to demonstrate their carbon footprint and carbon reduction targets, where possible
- Work in collaboration where possible to reduce the overall environmental impact of the supply chain.
- Communicate this Environmental Policy to all employees, contractors and other stakeholders as well as making this policy available to the general public.

4 Impact to our sectors

The indirect or downstream environmental impacts of our business include support for the procurement of materials for construction. The impact of which is significant but outside our direct control. Nonetheless, we recognize that we can influence construction product selection through the information we provide to our customers. We have therefore committed to improving the quality and quantity of environmental data available on the products listed within our database and the project information provided for our clients.

We commit to:

- Working with manufacturers to improve environmental product data;
- Ensuring environmental data is clear, understandable and consistent on our data platforms;
- Working with clients to raise awareness of environmental data and respond to their business needs; and
- Ensuring that environmental requirements of projects are included within our platforms.

5 Target setting and reporting

As a technology driven business our environmental impact is relatively limited. However, Hubexo, in our commitment to reduce global warming potential, will measure and report annually on our carbon emissions. Furthermore, we will work to reduce the impact in which our operations affect the planet through clear goals and influence both our upstream and downstream channels to also contribute to reducing emissions and the use of natural resources.

6 Continuous improvement

The Hubexo Environmental Policy provides assurance to our customers, colleagues, supply chain and societies, that we conduct business in the most responsible manner. We will continue to work to reduce our own environmental impact whilst aiding negative impact reduction of the sectors we operate in and serve.

For information on when this policy is subject to review and approval, as well as the appointed Owner and Approver, please see the Policy for Policies. The Policy for Policies also includes explanations to the definitions used in this policy.