



# Environmental & Sustainability Policy

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Date Raised: 17 Dec 2025

PDS Ltd, recognises that the disciplines of environmental management are an integral part of its management function. We will seek to provide sustainable solutions for our customers, in delivering this we will seek to protect and minimise the impact of our operations on the environment.

We will achieve this through a visible, simple, and relevant environmental management system and through the engagement of our employees.

PDS Ltd, has several core company values, which environmental and sustainability is embedded within these:

<b>Sustainability</b>	We will build for the future to secure long-term success.	We aspire to be a sustainable business by considering the consequences of our actions, in the community, society and environment in which we operate
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PDS Ltd commits to the following principles:

- Ensure compliance with relevant compliance obligations and adapt the environmental management system and operational practices to accommodate changing requirements.
- Conduct assessments of activities to identify significant environmental aspects and impacts, implementing control measures to minimise our environmental footprint and prevent pollution.
- Embrace a philosophy of continuous improvement in environmental matters, including the establishment, publication, and regular review of annual objectives and improvement targets. This involves reactive monitoring through KPI analysis and investigation, as well as proactive monitoring, employee engagement, and the provision of additional training as needed.
- Strive to develop and promote environmentally friendly products and services, offering sustainable solutions to our customers.
- Foster a business culture and values that prioritise environmental considerations and communicate these principles throughout the supply chain.
- Minimise landfill waste by prioritising the reuse and recycling of materials whenever feasible.
- Provide comprehensive information, instruction, and training to enable the identification, prioritisation, and management of significant environmental aspects and impacts, offering opportunities to all employees.
- Commit to achieving Net Zero emissions by 2030.

This policy will be effectively communicated to all employees, prominently displayed at the PDS office, and made accessible to all interested parties. The policy will undergo an annual review, at a minimum, to ensure its ongoing relevance and effectiveness.

Name	Position	Signed	Date
Nathan Lawson	Managing Director	/N Lawson	17/12/2025



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