



BYTES TECHNOLOGY GROUP PLC

(Incorporated in England and Wales)
Registered number: 12935776

ENVIRONMENTAL POLICY

Bytes Technology Group (BTG) is committed to minimising its environmental impact and contributing to a low-carbon and resource-efficient economy. We recognise that our operations, products and services have direct and indirect effects on the environment, and we strive to manage them responsibly and transparently.

Our environmental policy, which is aligned with our ESG strategy and incorporates our separate Waste and Water Policy, is based on the following principles:

Carbon Reduction: We set carbon reduction targets, validated by the Science Based Targets initiative (SBTi) to reduce our environmental footprint across our scope 1, 2 and 3 emissions, and implement actions to achieve them through our Net Zero Transition Plan (in progress).

Biodiversity: Nature restoration is as important as carbon reduction as a solution to the climate crisis. Due to our business, BTG does not have a significant impact on nature through our operations, but we support restoration through volunteering activities, charitable giving, fundraising and selective carbon offsetting projects, with nature-based solutions to carbon removal.

Measurement: We measure and report our environmental performance, including our greenhouse gas emissions, energy use, water use, waste generation and recycling, using recognised frameworks and methodologies on an annual basis.

Efficiency: We optimise our use of natural resources and materials and seek to engage with others to minimise waste and pollution throughout our value chain. We also promote circular economy principles and encourage the reuse, repair and recycling of our products and equipment.

Innovation: Where we can, we leverage our expertise and technology to provide solutions that help our customers, suppliers and partners reduce their environmental impact and enhance their sustainability performance.

Engagement: We engage with our stakeholders, including our employees, customers, suppliers, investors and communities, to raise awareness, share best practices and collaborate on environmental issues and initiatives.

Compliance: We strive to comply with all relevant environmental laws, regulations and standards, and adhere to best practices in our industry. Where feasible, we report and take actions beyond those currently required by regulations.

To support our environmental policy, we:

- Continue our commitment to purchasing 100% renewable energy for our owned offices.
- Commit to achieving Net Zero by 2040/41 (target SBTi validated), as well as having SBTi validated near-term targets (available on our website, bytesplc.com).
- Continue to be certified to ISO 14001 Environmental Management System, or equivalent.
- Implemented an EV Scheme and EV chargers to support a transition to more sustainable travel.
- Support active travel through a ride-to-work scheme and public transportation support (currently inclusive of selective bus passes).
- Continue to remove single-use plastics from our operations and replace them with reusable or biodegradable alternatives.
- Promote recycling and waste reduction across our offices and facilities and aim to achieve zero waste to landfill.
- Donate used laptops to give them an extended life with employee nominated non-profit organisations and charities that support digital inclusion and education.
- Provide carbon literacy and sustainability awareness to our employees and encourage them to adopt environmentally friendly behaviours at work and at home.
- Support nature conservation and restoration through our volunteering activities, charitable giving and selective carbon offsetting projects, with nature-based solutions to carbon removal.
- Review our environmental policy annually to reflect our progress, challenges and opportunities.

This policy is available to all stakeholders, including investors, customers, employees, suppliers and sub-contractors and is made available to the public. We expect our suppliers to follow similar guiding environmental principles with a commitment to adhering to environmental regulations, reducing carbon emissions, minimising waste and promoting biodiversity.

We are proud of our environmental achievements to date and are determined to continue improving our performance and delivering positive outcomes for our planet and society.

This policy is subject to annual review.

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Owner	Group Sustainability Manager
Version	3.0
Approver	BTG Plc Board
Approval Date	11 March 2026