Environmental Policy – MaST Evolution Limited

MaST interacts with a wide variety of organisations and individuals, and we believe strongly in our duty to impact them and the broader community in a positive way. Accordingly, we have identified a number of actions which contribute to the fulfilment of that duty.

Proactive sustainability is a core commitment of the MaST team. We are committed to promoting and implementing good environmental practices that adhere to the basic principles of sustainability and the preservation of the fragile balance of ecosystems in all aspects of our business.

The main environmental areas upon which our business can impact are:
- the use of energy
- carbon footprint - including internet server usage
- usage of physical resources - notably paper and plastics
- travel - minimising and ensuring sustainable alternatives are stipulated where possible
- the consumption of substances defined by the Montreal protocol

MaST employees are aware of the current threat to the global climate and are committed to the observation of core principles for encouraging sustainability in our working environment.
- Reuse and recycle wherever possible.
- Ensure carbon footprint is included in each risk assessment drawn up per project
- Minimise travel and use electric-powered forms of transport and public transport wherever possible
- Do not purchase or use products which damage the environment or wildlife (including CFCs, halons etc.) - unless absolutely necessary
- Think before you print – can I work off the screen? Print double sided if possible

Organisational actions

As an organisation:
- We will behave at all times in an ethical and responsible manner, mindful of our responsibilities not only to our employees but also to the wider community.
- We set clear and measurable targets for our own performance to ensure we live up to these responsibilities and revisit and update these targets regularly to ensure they have the maximum impact.
- We work with our suppliers to help ensure they work in the most sustainable way possible and assess them for their practices.
- We work to ensure a safe and stimulating environment for our people and would expect our work to create the same in the wider context.
- We consider the environmental impact of the way we work to be one of our key priorities. This includes the usage of resources and the choice of delivery methods for

our learning interventions e.g. virtual delivery where possible to replace international travel to minimise environmental impact.

Individual actions

To support the organisation in delivering against these actions we expect the following from our people:

- Senior management to lead in making sustainability a main concern in decision making and strategy and to empower challenge from any team member on these elements.
- Making sustainability and reduction in potentially climate damaging activities a core principle of delivery design.
- Project managers are responsible for ensuring that significant consideration is given to sustainability and carbon footprint reduction in design and delivery.
- To research and identify continuous innovation and improvements in working practice that could enhance our sustainability and carbon footprint.
- To challenge behaviours that run counter to our sustainability and environmental commitments in the knowledge that they will be supported by the organisation in doing so.

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