

Axis Sustainability Policy

Axis has eight overarching values that we believe are essential to guide our behaviour as a business and as individuals. Value number seven is "Protect our environment, protect our future." We are committed to the protection of the environment and to continually improving our environmental management system, which complies with the requirements of ISO 14001:2015 and all our legal and client obligations.

We are committed to:

- Preventing our activities polluting the environment
- Reducing our carbon footprint
- Minimising our use of natural resources
- Raising awareness of sustainability issues and knowledge amongst our stakeholders
- Diverting waste from landfill
- Making sustainable choices on the procurement of products and services

To help us achieve these commitments we set annual environmental objectives and monitor our performance to ensure we meet our targets. We develop sustainable practices within our own operations and work collaboratively with our business partners, suppliers and contractors to deliver sustainable outcomes wherever possible.

A handwritten signature in black ink, appearing to read 'John Hayes', is written over a faint, light-colored signature line.

John Hayes CEO

Date 17/04/2023