Environment & Sustainability Policy

Interactive is a leading provider of Cloud, Cyber and Systems services. Our purpose is to keep technology human, and our vision is to be our customer's trusted technology partner. We recognise our responsibility to minimise the impact our business has on the environment and to promote a sustainable future for our business, our people and the environment. To support this, Interactive has established an Environment Management System (EMS) that is appropriate to the nature, scale and environmental impact of our activities, products and services.

Purpose

To demonstrate Interactive's commitment to enhancing environmental performance and to foster a culture of sustainability among employees and the community, ensuring a positive impact on the environment.

Scope

This policy applies to all Interactive employees, contractors and visitors. It addresses environmental aspects, impacts and risks that Interactive has direct control over, as well as those where Interactive can exert influence as a user of goods and services.

Our EMS is based on the ISO14001 standard. We aim to comply with this standard and apply continual improvement to our management systems in the following ways:

- **Culture:** Our policy serves as our commitment for fostering a sustainable, environmentally aware culture. Our policy integrates environment and sustainability considerations into our operations, emphasising pollution prevention and achieving our environmental objectives.

- **Risk Management:** We are committed to preventing pollution and reducing environmental risks as far as reasonably practical. We regularly identify and assess environmental aspects and risks associated with our operational activities, implementing effective controls to eliminate or minimise these risks.

- **Compliance:** We are committed to complying with all relevant environmental laws, regulations, and other requirements including standards applicable to our operations. Our processes are regularly reviewed and updated to ensure continued compliance.

- **Training:** We provide ongoing training and resources to ensure that our people possess the necessary skills and knowledge for maintaining an environmentally sustainable working environment.

- **Managing Incidents:** We encourage the reporting of all environmental incidents and hazardous conditions. Environmental incidents are investigated promptly, including root cause identification, to implement effective controls to prevent recurrence.

- **Performance Measurement:** We maintain processes for monitoring, measuring and evaluating our environmental performance. This includes regular management reviews to assess the effectiveness of the environmental management system and identifying areas for improvement.

- **Pollution Prevention:** We strive to implement processes and practices that control the release of pollutants from our operations. If incidents do occur, we have emergency response procedures in place to minimise harm to the community, environment and economy. We make every effort to reduce the likelihood of future occurrences.

- **Emissions Reduction, Renewable Energy and Energy Efficiency:** Our commitment is to lower greenhouse gas emissions from our offices and operations in line with environmental targets. We incorporate energy efficiency measures, renewable energy and best practices across our Data Centres to support our sustainability goals. To ensure accountability, cost savings and long-term efficiency, we conduct regular Corporate Emissions Inventories.

- **Climate Risk, Resilience and Adaptation:** We aim to understand and address the risks and opportunities related to climate change. Recognising that community, environmental and economic resilience is closely tied to climate risk management, we prioritise both climate mitigation and adaptation to ensure the sustainability and liveability of our community.

- **Waste Reduction and Recycling:** We are committed to reducing landfill waste through effective waste diversion strategies. Adhering to the waste hierarchy, we focus first on waste avoidance, then on reuse and recycling, and consider disposal only when no other viable options are available.

- **Water Management:** We strive to use water efficiently and minimise the impact of wastewater discharge, runoff, and fugitive emissions within our worksites.

- **Responsible Supply Chain:** We partner with suppliers who are committed to environmental sustainability and adhere to recognised environmental practices. We collaborate with them to ensure they adopt and maintain sustainable practices.

- **Community Support:** We support local communities through corporate social responsibility initiatives and partnerships with local organisations. We also encourage our employees and stakeholders to participate in these efforts

- **Continuous Improvement:** We are committed to continually improving our Environmental Management System by regularly reviewing policies and procedures, monitoring performance on environmental objectives and targets, learning from incidents, and implementing corrective actions to enhance our overall environmental performance.

EMS Objectives

Our environmental objectives are to:

1. **Prevent Pollution:** Reduce risk across our operations by implementing measures to prevent pollution.

2. **Compliance:** Ensure adherence to all relevant environmental laws, regulations, and standards.

3. **Resource Efficiency:** Focus on sustainable resource use, including energy, water, consumables, and materials to reduce environmental impact.

4. **Climate Change Mitigation:** Reduce greenhouse gas emissions and incorporate renewable energy sources.

5. **Waste Reduction:** Reduce waste generation and promote recycling and reuse.

6. **E Waste Recycling:** Manage electronic waste responsibly with effective recycling programs

Our environmental objectives and targets are regularly reviewed and updated to drive continual improvement, and these objectives are measured, monitored, and communicated throughout the organisation.

This policy is reviewed annually, communicated to employees, customers, suppliers, vendors and partners, and made accessible to all relevant parties. In the event of any significant changes in the business, the policy will be updated and redistributed to ensure that all affected parties are informed and have access to the most current information.

Signed by:

Alex Coates

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Alex Coates
Chief Executive Officer

Document History & Approval

Date	Description	Author	Approvers
28 January 2025	Policy resigned by new Chief Executive Officer	Merylee Crockett, Chief People Officer	Alex Coates, Chief Executive Officer