

NEXT15

Environment Policy

NEXT 15 GROUP PLC
("Next 15" or the "Company")

Date: May 2026

Created by: Rachel Boland, Head of Sustainability

Approved by: Sam Theobald, Chief of Staff

Version: 6

Applies to: Next 15 Group plc

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1. Objective & Purpose

Our Environment Policy is designed to communicate Next 15's environmental responsibilities and promote best practice to collectively reduce our environmental footprint. Integrating environmental management into our corporate strategy is crucial, forming a key component of our ESG priorities. This policy underscores our commitment to transparency, adherence to the GHG Protocol, and is central to our Environmental Management System at our London Head Office.

2. Scope and Applicability

This policy applies to all Next 15 employees (both FTE and non-FTE), providing an understanding of Next 15's environmental stewardship and offering guidance on taking ownership to minimise carbon emissions in line with the Company's targets. It encompasses hybrid and remote working policies, client policies and commitments, and global office locations, aiming to positively influence environmental performance even where control is limited. It also guides our approach to selecting suppliers and partners.

3. Environmental Stewardship

Our approach to environmental stewardship is consistent with the context and geographical spread of our service-based business. While our presence is global, our Head Office, based in London, UK is home to a significant portion of the Next 15 business and where we have most control of our environmental impact. Hence why we have focused our efforts as follows:

3.1 Global Initiatives

- **Carbon Reduction & Energy Efficiency:** Aligned with the GHG Protocol, we are now aiming for emission reductions from an FY26 baseline. Progress is shared publicly on an annual basis. See our latest [Sustainability Report](#) in our [2026 Annual Report](#).
- **Renewable Energy Transition:** Transitioning to renewable energy where in our control or sphere of influence. Incorporating into our climate strategy as we move forward. See our latest [Climate-related Financial Disclosures Report](#) in our [2026 Annual Report](#).
- **Digital Sustainability:** Minimising our digital footprint by partnering with responsible IT suppliers, this includes optimisation of cloud usage.
- **Business Travel:** Continuing refinement of our travel-related emissions reporting through internal collaboration, by leveraging our new climate action platform, connecting with travel management partners, and encouraging sustainable business travel globally. See appendix
- **Sustainability Training & Resources:** Educating through our online learning academy, LearnAmp, green team (Green 15) initiatives, global ESG Collective, and new Greenly emissions reporting and climate action platform.
- **Supplier Engagement:** Engaging with key suppliers on their carbon footprint to enhance emissions reporting accuracy, and sharing best practice.

3.1.1 UK, London (Head Office) Initiatives

- **Environmental Management System:** Maintained to ISO 14001 standard, ensuring continual improvement year on year.
- **Energy & Waste Management:** Implementation of energy-efficient measures (see our latest [Carbon Reduction Plan via our website](#)), and partnering with responsible waste management and catering management suppliers.
- **Employee Commuting:** Offering bike storage, along with generous shower and locker facilities to support cycling, running, and walking to work.
- **Green Benefits:** Promoting sustainable commuting through green benefit schemes e.g. bike to work
- **Green IT:** Aligning with the new *IT Reuse for Good Charter* reinforces our commitment to reducing e-waste and creating positive social impact through responsible IT reuse.

4. Environmental Objectives and Targets

In FY26, we reviewed and updated our carbon reduction pathway to remain science-aligned and reflect our revised business structure. Using a new methodology, we have reset our emissions baseline from FY20 to FY26 to better account for our new operating model and future growth. We also shifted from a single aggregated target to a clearer, scope-specific approach, introducing new near-term (2033/FY34) targets for Scope 1 and 2, a separate target for Scope 3, and a combined target across all scopes, strengthening our pathway toward net zero.

5. Roles and Responsibilities

The Chief of Staff signs off on this policy and the Head of Sustainability oversees policy implementation at Head Office and across the business globally. Responsible Persons across the business ensure engagement with this policy via our internal learning academy, LearnAmp, as part of the wider Next 15 Framework and to ensure compliance at a brand-level.

6. Continuous Improvement

We review and update our policy annually, incorporating feedback, including from our ISO 14001 auditors, and ensuring alignment with any operational changes, thus ensuring ongoing effectiveness and relevance.

7. Stakeholder Engagement

This policy is integrated into our wider Next 15 Framework of policies and processes, which covers all operational areas. We communicate responsibilities internally and externally, with training facilitated through our internal learning academy, LearnAmp and through inclusion in our Environmental Management System at our Head Office in London.

8. Versioning & Document History

Current document version	6
Date this document was last reviewed	May 2026
Date of next review	May 2027

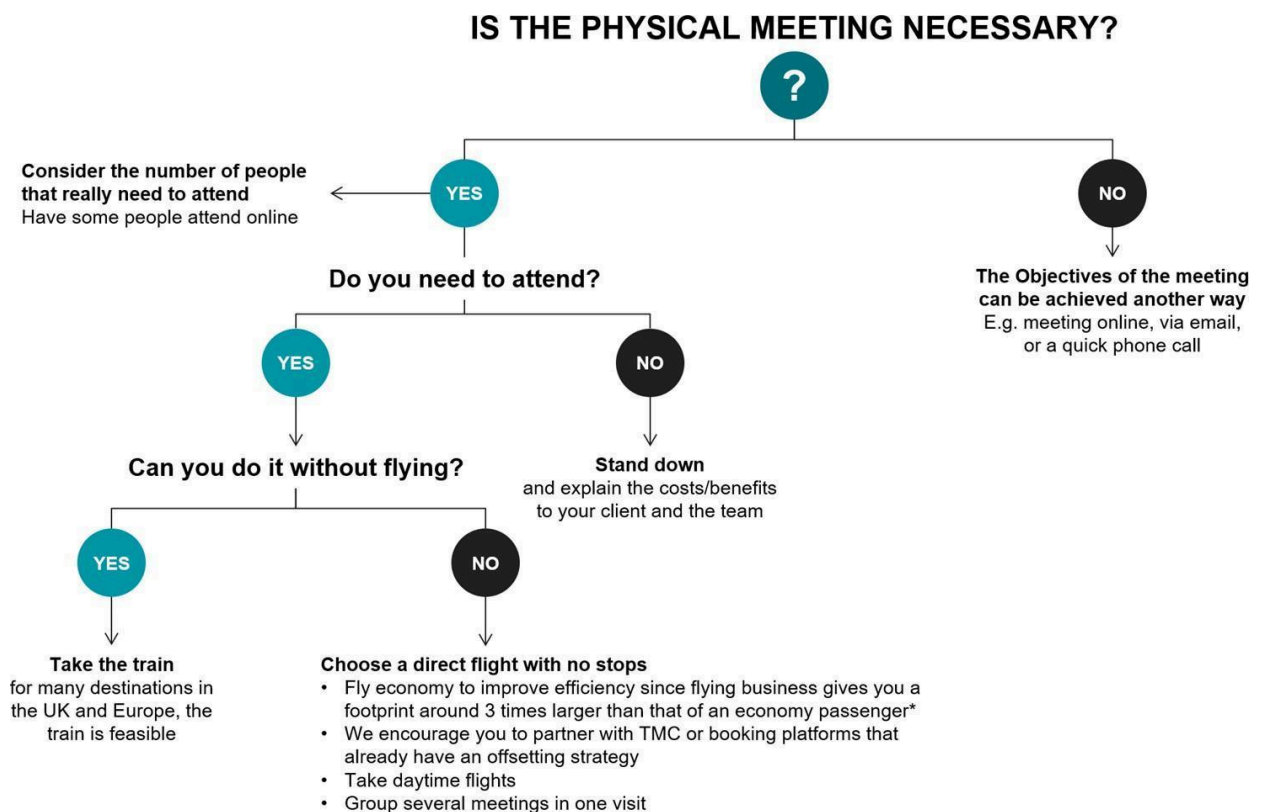
Document history

Version	Date	Author	Approver	Document Description
1	June 2022	Saffy Ahmad, Rachel Boland	Jonathan Peachey	Policy has been written and approved
2	April 2023	Rachel Boland	n/a	Policy has been laid out in the new Framework template
3	Nov 2023	Rachel Boland	Jonathan Peachey	Policy reviewed
4	Nov 2024	Rachel Boland	Jonathan Peachey	Policy reviewed
5	Nov 2025	Rachel Boland	Sam Theobald	Full policy review and update to align with current roadmap of activity and commitments
6	May 2026	Rachel Boland	Sam Theobald	Policy review and update aligned with reset of ESG priorities including emissions reduction targets as shared in our 2026 Annual Report

Appendix 1

Business Travel: considering your options

Before booking business travel, consider the below to ensure you have taken all options into account. Where you must proceed with travel plans, we encourage use of a travel management company or platform that can provide travel associated carbon emissions reporting to share with Head Office as part of our annual emissions reporting cycle. Otherwise you are expected to capture your business air travel at a granular level - cost + from/to, class of travel, and no of people travelling.



* Heinrich Bofinger and Jon Strand, The World Bank, 2013