

SureSkills Sustainability Statement

Objective: Reduction of carbon emissions and carbon footprint

SureSkills is committed to conducting business responsibly and sustainably. We integrate environmental stewardship, ethical sourcing, social responsibility and sound governance into our operations, purchasing decisions and supplier relationships. Our objective is to reduce carbon emissions and our wider environmental footprint while supporting resilient communities and creating long-term value.

1 Carbon Management

We take a structured, innovative approach to carbon management through a series of five-year planning periods, each with a defined carbon budget. Under our 2020–2025 plan, our target was to progressively reduce carbon emissions by between 5% and 10% each year, contributing to an overall reduction target of 25% across the period.

2 Waste Management and Reporting

Our waste-minimisation procedure supports sustainable waste management in line with the principles of ecologically sustainable development. Prevention is our preferred approach because avoiding resource use at source also prevents the associated waste and typically has the lowest environmental impact.

We review our operating methods rigorously, with support from external consultants where appropriate, and compare them with established best practices. This helps us identify opportunities to eliminate unnecessary resource use, reduce general and hazardous waste, and improve how waste is measured, managed and reported.

3 Sustainability Design Methodology

We consider sustainability across four interconnected pillars: environmental, social, economic and governance. Addressing each pillar supports balanced, durable outcomes while recognising that individual initiatives may overlap. We review our sustainability approach annually and determine how priorities, objectives and controls should be incorporated into our policies and procedures for the coming period.

4 Sustainable Use of Natural Resources

SureSkills maintains a sustainable purchasing policy that demonstrates our commitment to responsible business. We favour practical measures that conserve resources and reduce environmental impacts, including:

- buying from local suppliers where appropriate;
- using ground transport rather than air transport where practicable;
- occupying and upgrading existing buildings to reduce their energy footprint;
- choosing products made from recycled or recyclable materials and considering recognised eco-labels;
- replacing physical materials and processes with digital alternatives where suitable;
- reducing purchasing and transportation costs;
- promoting consistent sustainability messages to employees, suppliers and customers;
- reducing general and hazardous waste, including batteries and non-recyclable materials; and
- building relationships with local businesses to share best practice.

Supplier Assurance

All purchased products and services must conform to defined specifications under our standard operating procedures. We assess suppliers to confirm that they can provide goods and services to the standards required by SureSkills and our customers. Supplier performance is monitored continuously and reviewed formally each year.

5 Ethical Sourcing, Human Rights and Fair Labour

SureSkills is committed to responsible sourcing that protects natural resources, supports sustainable industries and provides customers with confidence in the origin and conditions of the goods and services used in our operations. We work collaboratively with suppliers to meet high ethical, environmental and quality standards.

Our ethical and responsible sourcing policy requires ethical issues and social responsibility within supply chains to be understood and addressed when managing business-to-business relationships and purchasing goods and services. We respect internationally recognised human rights, oppose modern slavery and human trafficking, and expect fair, lawful and safe labour practices throughout our operations and supply chain. These commitments are supported by our Anti-Slavery and Human Trafficking Statement.

6 Corporate Social Responsibility

SureSkills is committed to acting with integrity in its relationships with customers, employees, shareholders, suppliers and local communities. Maintaining trust requires consistently high standards of behaviour, care, transparency and accountability.

Our Code of Conduct sets out the principles and policies that guide the operation of our business. It supports responsible decision-making, fair treatment, inclusive working and learning environments, community engagement, and the continued sustainable growth of SureSkills.

7 Governance and Continuous Improvement

Responsibility for sustainability is embedded in our policies, procedures and operational reviews. We monitor our commitments, review performance and supplier practices annually, and update our approach as legislation, stakeholder expectations and recognised best practices evolve.