

Scott Logic Environmental Policy

1. Policy Statement

At Scott Logic, sustainability is woven into our Purpose – to create opportunity and sustainable prosperity through technical innovation – and our Social Mission, through which we commit to safeguarding the future of the natural environment.

As a leading technology consultancy and B Corporation, we recognise our responsibility to protect the environment whilst delivering exceptional value to our clients. This Environmental Policy establishes our commitment to environmental leadership and sets the strategic direction for how we manage our environmental impact and performance.

2. Our Commitments

2.1 Protection of the Environment

Scott Logic is committed to protecting the environment through:

Climate Action

Achieving carbon neutrality by 2028 and Net Zero by 2040, going beyond the Science Based Targets initiative's standard 2050 timeline in accordance with the Paris Agreement goal of limiting global warming to 1.5°C.

Pollution Prevention

Preventing pollution at source through the efficient use of resources, responsible waste management, and the minimisation of environmental impacts from our operations.

Sustainable Resource Use

Optimising energy consumption, prioritising renewable energy sources, and implementing energy-efficient technologies across our office locations and IT infrastructure.

Climate Change Mitigation and Adaptation

Reducing our Greenhouse Gas (GHG) emissions across Scopes 1, 2 and 3, and supporting our clients in developing sustainable software and technology solutions.

Protection of Biodiversity and Ecosystems

Selecting office locations with strong environmental credentials and minimising the impact of our operations on natural habitats.

2.2 Fulfilment of Compliance Obligations

We commit to:

- Meeting applicable environmental legislation, regulations, and other compliance obligations which are relevant to our activities
- Adhering to industry standards and best practice guidelines, including alignment with the Science Based Targets initiative (SBTi) and World Resources Institute (WRI) GHG Protocol
- Fulfilling the requirements of voluntary commitments we undertake, including our participation in Tech Zero (UN Race to Zero partner), the Government Digital Sustainability Alliance (GDSA), and B Corporation certification
- Conducting regular reviews of our compliance status and taking prompt corrective action where necessary

2.3 Continual Improvement

We are committed to the continual improvement of our environmental management approach to enhance environmental performance through:

- Setting, monitoring, and regularly reviewing our environmental objectives and targets
- Publishing annual Environmental Impact Reports to transparently communicate our performance and progress
- Engaging with expert consultants, industry bodies, and stakeholders to identify and implement improvement opportunities
- Investing in innovative technologies, processes, and training that enhance environmental performance
- Fostering a culture where environmental improvement suggestions from all organisational levels are valued and considered

3. Scope and Application

This policy applies to all Scott Logic employees, contractors, and others working on our behalf across all our UK offices (Newcastle, Edinburgh, Bristol, Leeds, Glasgow, and London). It covers:

- Energy consumption within office premises, employee workstations, and business travel
- Our IT infrastructure and digital services
- Our supply chain and procurement decisions
- The services we provide to clients, including sustainable software development and technology consulting



4. Our Approach

To deliver on these commitments, we will:

Measure and Monitor

Conduct annual carbon footprint assessments in accordance with the GHG Protocol, tracking performance against our Net Zero roadmap.

Engage Stakeholders

Collaborate with employees, clients, suppliers, and local communities to share best practice and collective learning.

Demonstrate Leadership

Actively participate in industry initiatives and hold ourselves publicly accountable through independent assessments (EcoVadis, B Corporation).

Integrate Sustainability

Embed environmental considerations into business strategy, decision-making, and operational processes.

Support Clients

Help organisations understand and reduce the environmental impact of their technology estates through services such as our Technology Carbon Standard (TCS).

Provide Resources

Ensure adequate personnel, technology, and financial resources are available to achieve our environmental objectives.

5. Framework for Environmental Objectives

This policy provides the framework for setting and reviewing our environmental objectives, which will:

- Align with our strategic direction and Net Zero targets
- Address our significant environmental aspects
- Be measurable, monitored, and communicated
- Drive tangible improvements in environmental performance



6. Communication and Availability

This Environmental Policy is:

- Communicated to all employees through induction, training, and internal communications
- Made available to interested parties via our website and upon request
- Reviewed annually by Senior Management to ensure it remains appropriate to our purpose, context, and environmental impacts

7. Management Commitment

Senior Management takes full accountability for environmental performance and commits to providing leadership, resources, and support necessary to achieve these policy commitments.

DocuSigned by:
Graham Odds
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Signature: _____

Name: Graham Odds

Title: Chief Growth Officer

Date: 05-Dec-2025

8. Document Review

Section	Author	Version	Approved (Exec)	Next Review Date
Whole Document	David Rees	0.1		