

Environmental Policy

North Group is committed to protecting the environment and ensuring that all activities conducted within its operations are carried out in accordance with sound environmental practices and in compliance with applicable legal and regulatory requirements.

We recognise our responsibility to minimise the environmental impact of our operations and to promote sustainability across all areas of our business. This policy outlines our commitment to environmental stewardship and forms a key component of our Environmental Management System (EMS), developed in line with ISO 14001:2015.

Our Commitments

North Group will:

- **Identify and manage environmental aspects and impacts** through a structured Environmental Aspects and Impacts Register, ensuring risks are assessed and mitigated appropriately.
- **Comply with all relevant environmental legislation, regulations, and other requirements** to which the organisation subscribes.
- **Continually improve the effectiveness of our EMS** by setting and reviewing environmental objectives and targets, and by monitoring performance.
- **Promote environmental awareness and responsibility** among employees, contractors, and stakeholders through training, communication, and engagement.
- **Invest in innovation and sustainable technologies** that reduce environmental impact and improve operational efficiency.
- **Minimise waste generation** by adopting efficient operating practices, promoting reuse and recycling, and ensuring safe and responsible disposal of waste and effluent.
- **Reduce consumption of natural resources and energy**, and strive to use environmentally friendly materials and processes wherever practical.
- **Prevent pollution** by implementing controls and procedures that reduce emissions, discharges, and other harmful outputs.
- **Engage with suppliers and partners** to encourage environmentally responsible practices throughout our supply chain.

Scope and Applicability

Scope

This policy applies to all activities, services, and operations carried out by North Group across its UK-based facilities, including laboratory diagnostics, sample handling, logistics, administrative functions, and any outsourced or subcontracted processes that may have environmental implications.

It covers:

- The use of energy, water, and other natural resources
- Waste generation and disposal
- Emissions to air, water, and land
- Procurement and supply chain practices
- Product development and innovation
- Employee and stakeholder engagement

The scope includes all personnel, contractors, interns, and stakeholders whose actions may influence or be influenced by North Group's environmental performance.

This policy applies to all employees, contractors, interns, job applicants, customers, and stakeholders involved in or affected by North Group's operations. It covers all sites, services, and activities under the control of North Group.

Communication and Review

- This policy will be communicated to all relevant parties and made available to the public upon request.
- It will be reviewed annually, or sooner if significant changes occur, to ensure its continued relevance and effectiveness.
- Updates will be made to reflect changes in legislation, operational practices, or stakeholder expectations.

Responsibility

The implementation of this policy is the responsibility of North group's senior management, supported by all employees. Environmental performance is monitored and reported regularly to ensure accountability and transparency.