

EMEA BU Environmental Management System Policy Statement

25th February 2026



Overview

Altera recognises the environmental consequences of our regular operations and we strive to minimise our environmental impact through a coordinated and integrated Environmental Management System (EMS) that meets the requirements of ISO 14001:2015 and ensures that our business processes are carefully monitored, measured, and controlled with the aim of improving our environmental performance.

This EMS provides a structured framework for identifying, managing, monitoring and reviewing environmental impacts, compliance obligations, risks and opportunities, with the aim of improving environmental performance and supporting the organisation's Carbon Reduction Plan (CRP).

This policy statement is reviewed annually by senior management, amended where necessary, and communicated to all employees, and relevant contractors, suppliers, and vendors.

1. Scope

This Environmental Management System applies to the Altera Healthcare (IT) UK Ltd legal entity and covers all environmental aspects arising from activities undertaken within the UK. This includes operations conducted at the Birmingham office, and business travel for all staff, contractors, and associates who reside in the UK.

2. EMS Commitments

Altera commits to:

- Altera commits to:
- Minimise our impact on the environment.
- Ensure our operations are compliant with all legal and regulatory requirements.
- Continuously improve our EMS to enhance our environmental performance.
- Implement and maintain the EMS in compliance with ISO 14001:2015.
- Correct non-conformities in a timely manner.
- Allocate suitable and sufficient resources to enable the organisation to achieve its environmental aims.
- Where feasible, prevent pollution; reduce waste; and protect habitats, flora, and fauna.
- Promote environmental awareness amongst suppliers, contractors, and partners.
- Complete internal audits and follow a path of continual improvement.
- Ensure that senior leadership is fully engaged with the EMS.
- Ensure effective and expedient incident control, investigation, and reporting.
- Assess and reduce the impact of the organisation's products and services on the environment.
- Set documented environmental objectives based on our significant environmental aspects and compliance obligations.
- Provide employees with comprehensive training to enhance our staff's environmental awareness.
- Ensure environmental matters are considered when planning, implementing, and undertaking all projects.
- Implement a sustainable approach to business in partnership with our clients and stakeholders that focuses on:
 - Conserving energy
 - Minimising consumption
 - Preference for low pollution materials
 - Maximising efficiency



- Implementing the waste management hierarchy (Eliminate, Reduce, Reuse, Recycle)
- Integrate sustainability considerations into our business decisions.
- Measure our carbon footprint in alignment with our annual Carbon Reduction Plan.

3. Responsibility for Environmental Management

Driven by Business Unit leaders and senior management, it is the responsibility of all employees and associates to prioritise the environment when carrying out their duties. Unmitigated environmental risk can lead to negative regulatory, financial, reputational, and operational outcomes. The Senior Leadership Team hold the responsibility and accountability for managing risks within their own work areas. Employees have a duty to work safely, avoid unnecessary waste of resources and place focus on environmental management initiatives in their own area of activities. The co-operation and commitment of all employees is required to ensure Altera is not subject to adverse outcomes through inadequate environmental management.

4. Roles and Responsibilities

EXECUTIVE VICE PRESIDENT (EVP) OF EMEA BUSINESS UNIT:

The EMEA EVP holds ultimate accountability and responsibility for ensuring the Environmental Management System is properly established, implemented and maintained, and that it meets its statutory and legal requirements set out in ISO 14001:2015. This includes:

- Ensuring the organisation maintains an up-to-date Environmental Management System.
- Promoting an environmentally conscious culture throughout the organisation that emphasises the role and responsibility of each individual employee in contributing to the Environmental Management System.
- Ensuring that there is a framework in place which provides assurance in relation to environmental management and compliance obligations.
- Ensuring sufficient resources are allocated to enable appropriate identification, mitigation, and ongoing monitoring of environmental aspects and impacts.

SENIOR LEADERSHIP TEAM:

- The Senior Leadership Team holds the responsibility and accountability for managing risks and ensuring EMS requirements are implemented within their respective areas of control.

ALL UK EMPLOYEES AND ASSOCIATES:

All members of staff are accountable for:

- Maintaining awareness of the Environmental Management System and identifying and reporting risks as appropriate to their line manager.
- Working safely and in accordance with environmental procedures and applicable legal requirements.
- Avoiding unnecessary waste of resources and supporting environmental management initiatives within their area of activity.
- Prioritising environmental considerations when carrying out their duties.
- Take responsibility for attending mandatory and relevant education and training events.



5. Allocation of Resources

Altera will endeavour to:

- Identify process optimisation opportunities where resources and environmental impacts can be saved through streamlining.
- Process owners and associated business units to highlight specific resources required to fully mitigate environmental risks.
- Commitment from senior leadership to grant appropriate resources.
- Requests for additional resources will be reviewed and granted by Senior Leadership.