

Environmental & Social Governance Policy

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Policy owners: Directors of Climate & Control.

The purpose of this policy is to: Ensure we are not negatively impacting the environment in all aspects of our work. To commit to fostering a diverse, inclusive, and safe workplace. We believe in conducting our business with the highest level of integrity and ethical standards. We are committed to engaging with our stakeholders, including employees, customers, suppliers, and investors, to understand their concerns and expectations.

Environmental Policy Statements:

We commit to:

- Prevent pollution.
- Meet & exceed relevant legislation, codes of practices & industry standards.
- Strive for continual improvement in environmental performance.
- Ensuring proper communication with employees on environmental matters.
- Communicate our environmental aspirations & achievements to our staff via our regular toolbox talks.
- Educate staff in all areas of our organisation of the significance of environmental issues & provide relevant training to educate employees on best environmental operation practices.
- Encourage & support our suppliers & other stakeholders up & down the value chain to comply & continually improve their environmental & health & safety standards.
- Seek & implement opportunities for reducing re-using & recycling materials.
- To providing safe & healthy conditions for all employees working on behalf of the company.
- To maintaining at a minimum Toitū Enviromark Bronze accreditation.
- Maintaining membership in a suitable sustainability organisation such as the Sustainability Business Network (SBN)

How can this be achieved?

We will:

- Reduce, reuse, and recycle materials wherever possible. This includes office paper, cardboard, refrigerants, metals and other HVAC materials.
- Work in conjunction with our suppliers to ensure effective management and promotion of sustainable sourcing of products and materials.
- Recommend and encourage where possible the use of non-ozone and low GWP refrigerants.
- Recommend HVAC systems that are fit for purpose and not over-specified, so the risks of operational inefficiencies are reduced.
- Make business decisions with the environmental impact considered at all levels.
- Provide a specialist service model for HVAC that will minimise the environmental impact throughout a building and assets life cycle.
- Communicate this policy to all employees, review the policy at regular intervals & ensure that the information is available to all staff.
- Use training of staff to increase knowledge of the environmental impact of our actions.

- Use correct refrigerant and oil handling, reclaiming, and recycling procedures.
- Select fleet vehicles that limit pollution and remain fine-tuned through regular maintenance by qualified organizations and dealerships using responsible environmental practices for the discharge & disposal of effluent, oil & used materials.
- Minimise waste of water and use safety data sheets (SDS) to ensure minimizing risk of waterway pollution or contamination.
- Select natural biodegradable cleaning products wherever possible.
- Evaluate & select chemicals and products for a task, that presents a lower hazard profile.
- Manage, document, train, and review all chemical usage as per HSWA 2015, and Hazardous Substances and New Organisms Act 1996.
- Track and reduce energy usage wherever possible.

Social Governance Policy Statements:

We commit to:

- Promote equal opportunities and diversity in recruitment, hiring, and promotion
- Ensure fair wages and benefits for all employees.
- Provide a safe and healthy working environment.
- Support employee development through training and education.
- Prohibit all forms of forced labour, child labour, and discrimination.
- Promote fair labour practices and the rights of workers.
- Ensure transparency and accountability in our decision-making processes.
- Uphold anti-corruption and anti-bribery practices across all operations.
- Maintain a robust code of conduct for all employees, contractors, and partners.
- Maintain open communication channels to address stakeholder inquiries and feedback.
- Involve stakeholders in our ESG initiatives and reporting processes.

How can this be achieved?

- Regularly reviewing and updating our ESG policies and practices.
- Assigning responsibility for ESG oversight to a designated committee or executive team.
- Reporting our ESG performance to the Board of Directors and other relevant stakeholders.
- Engage in dialogue with stakeholders to identify areas for improvement.
- Stay informed of emerging trends and regulations in ESG to ensure our practices remain current and effective.
- Hold ourselves accountable to our stakeholders for our ESG commitments

At BCS, we are committed to making a positive impact on the environment, society, and governance. This ESG policy reflects our values and our dedication to being a responsible and sustainable business. We invite all our stakeholders to join us in this journey towards a better future.

Signed by



Director: Craig Blackman



Director: Jonathan Ballard



Director: Paul Gilbert (Climate)