

Environmental & Energy Policy 2022

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Jigsaw Systems Limited trading as Jigsaw24 (hereinafter jointly and separately referred to as the 'Organisation') recognises the importance of environmental protection, and is committed to operating its business responsibly and in fulfilment of its compliance obligations relating to the supply and distribution of computer and peripheral products, including the provision of associated services.

It is the Organisation's declared policy to operate with, and to maintain good relations with, all regulatory bodies.

It is the Organisation's objective to carry out all measures reasonably practicable to meet, exceed or develop all necessary or desirable requirements to protect the environment, and to continually improve its environmental management system, as well as its energy and carbon management systems. The Organisation works to enhance environmental performance through the implementation of the following measures:

- Assess and regularly review the environmental impact of the Organisation's activities.
- Communicate with and train employees about environmental issues.
- Minimise the production of waste in all areas of the business and ensure that 100% of waste produced avoids landfill.
- Minimise energy wastage and purchase only 100% renewable energy by 2022.
- Promote the use of recyclable and renewable materials.
- Prevent pollution in all its forms.
- Control noise emissions from operations.
- Minimise the risk to the general public and employees from operations and activities undertaken by the Organisation.
- Continually invest in appropriate energy and carbon reduction initiatives.
- Offset of its carbon footprint with trusted, verified partners.
- Support its customers, suppliers and employees in their carbon reduction efforts.
- Drive the change to electric vehicles by offering EV charging facilities and EV purchase schemes to staff.
- Commit to achieving verified Scope 1 and 2 carbon neutrality in 2023, and net zero emissions (including Scope 3) by 2025.
- Certification to ISO 14001 and 50001, plus other relevant environmental standards.
- Ensure that Jigsaw24 are seen as an industry leader in our field on environmental factors, and that sustainability is a core consideration in all of our activities.

Top management demonstrates leadership and commitment with respect to the environmental management system by:

- Taking accountability for the effectiveness of the environmental management system.
- Ensuring that the environmental policy and environmental objectives are established, and are compatible with the strategic direction and the context of the Organisation.
- Ensuring the integration of the environmental management system requirements into the Organisation's business processes.
- Ensuring that the resources needed for the environmental management system are available.
- Communicating the importance of effective environmental management and of conforming to the environmental and energy management system requirements.
- Ensuring that the environmental and energy management system achieves its intended outcomes.
- Directing and supporting persons to contribute to the effectiveness of the environmental management system.
- Promoting continual improvement
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.

This Policy is communicated to all employees, suppliers and sub-contractors, and is made available to interested parties.

Signed by Director



John Hughes

Date: January 2022