



Adapt EMS Environmental Policy

At Adapt EMS, we are committed to the contract manufacture and delivery of high-quality printed circuit board assemblies, cable assemblies, and electro-mechanical product assemblies for medical and non-medical applications. As part of our dedication to sustainability, we recognise our responsibility to minimise the environmental impact of our operations and continuously improve our environmental performance.

This Environmental Policy is authorised by senior management and forms the foundation of our Environmental Management System (EMS). It is communicated to all employees, contractors, and interested parties, and is made available to the public.

Our Environmental Commitments

Leadership and Compliance

- We are committed to complying with all applicable legal, regulatory, and other requirements related to our environmental aspects, including UK and EU legislation, customer requirements, and industry best practices.
- We will identify, monitor, and review our compliance obligations to ensure ongoing adherence.

Continual Improvement

- We will continually improve our Environmental Management System (EMS) to enhance environmental performance, prevent pollution, and reduce our environmental footprint.
- We will set, monitor, and review measurable environmental objectives and targets, aligned with our strategic direction and the context of our organisation.

Pollution Prevention and Resource Efficiency

- We will minimise waste through the careful review and efficient use of raw materials, energy, water, and other resources.
- We will monitor and manage emissions to air and water, protect land and habitats, and promote sustainable procurement practices.
- We will measure and strive to improve our energy, water, and resource use year on year, with a focus on efficiency and reduction.
- We are committed to preventing pollution, ensuring our operations and processes are sustainable and protect the environment.



Employee Engagement and Awareness

- We will educate and train our employees to understand their roles in achieving our environmental objectives and contributing to the effectiveness of the EMS.
- We will foster a culture of environmental responsibility, encouraging all team members to identify opportunities for improvement.

Communication and Transparency

- This policy will be communicated to all employees and made available to interested parties, including customers, and suppliers.
- We will engage with stakeholders to understand their expectations and address environmental concerns.

Life Cycle Perspective

- While Adapt EMS does not design products, we will work with our customers to consider the environmental impacts of the products we assemble, where practical, and promote sustainable practices throughout the product life cycle.

Implementation and Review

- This policy will be reviewed annually to ensure its continuing suitability, adequacy, and effectiveness in achieving our environmental goals.

A handwritten signature in black ink, appearing to read "Guy Janney", written in a cursive style.

Guy Janney
Managing Director

Date: 3rd June 2026