



Environmental and Sustainability Policy

Document Control

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25/09/2025	DRAFT	G Heggie	Policy draft
09/09/2026	1.0	G Heggie	First approved issue. Expanded governance, legal register, environmental aspects, carbon and monitoring sections; ISO 14001 alignment clarified.

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1. Purpose

This policy sets out the commitment of Pixel Fusion Limited (“Pixel Fusion”, “the Company”) to environmental stewardship and sustainability across its operations, its supply chain, and the services it delivers to clients. It provides the framework within which the Company manages its environmental responsibilities, meets its legal obligations, and supports the wider environmental and social objectives of the public sector organisations it works with.

The policy is aligned with the principles of ISO 14001:2015 (Environmental Management Systems) and with the environmental and social value expectations of UK public procurement, including Crown Commercial Service frameworks.

2. Scope

This policy applies to all Company operations and premises, to all directors and employees, and to contractors, subcontractors, associates, suppliers, and third-party service providers acting on the Company’s behalf. As a Microsoft-native software, data, and automation consultancy operating predominantly on a remote and cloud-hosted basis, the Company’s most significant environmental interactions relate to energy use, IT equipment, cloud and data-centre consumption, business travel, and office waste.

3. Policy Statement

Pixel Fusion is committed to minimising the environmental impact of its activities and to promoting sustainable practices in all areas of operation, procurement, and service delivery. We recognise that, as a professional services organisation, we can make our greatest contribution through the responsible management of our own footprint and through the design of digital solutions that help our clients reduce theirs.

The Company is committed to:

- Preventing pollution and continually improving its environmental performance;
- Complying with all applicable environmental legislation and other requirements to which it subscribes;
- Setting, monitoring, and reviewing environmental objectives and targets;
- Working towards Net Zero carbon emissions in line with the UK’s statutory 2050 target; and
- Engaging staff, suppliers, and clients in the delivery of this policy.

4. Legal Compliance

Overall accountability for this policy rests with the Board of Directors. The Director with executive responsibility for environmental and sustainability matters is Gareth Heggie, who ensures that the policy is resourced, implemented, and reviewed.

Day-to-day implementation is supported by the People and Delivery function, which coordinates staff engagement, training, and the collection of environmental performance data. All employees and associates are responsible for acting in accordance with this policy, minimising waste and energy use in their own work, and raising environmental concerns or improvement ideas through their line manager.

This policy is managed alongside the Company's certified management systems for information security and quality, ensuring that environmental considerations are integrated into existing governance rather than managed in isolation.

5. Key Environmental Objectives

Pixel Fusion will comply with all applicable environmental legislation, regulations, and codes of practice in the jurisdictions in which it operates. The Company maintains an awareness of the legal and other requirements relevant to its activities, which include (where applicable):

The Environment Act 2021;

- The Climate Change Act 2008 (as amended), including the statutory commitment to Net Zero by 2050;
- The Environmental Protection Act 1990;
- The Waste (England and Wales) Regulations 2011 and the duty of care for waste;
- The Waste Electrical and Electronic Equipment (WEEE) Regulations 2013, in respect of the responsible disposal and recycling of IT equipment; and
- Relevant Cabinet Office Procurement Policy Notes on carbon reduction and social value, where a condition of a framework or contract.

Where the Company's scale places it below the mandatory threshold for a given scheme (for example energy or emissions reporting obligations that apply to larger organisations), the Company nonetheless seeks to apply the underlying good practice on a proportionate, voluntary basis.

6. Procurement and Supply Chain

The Company has identified the following as its principal environmental aspects and manages each in a manner proportionate to its impact:

- Energy – electricity used in the Company’s office and by home-working staff, and the energy consumed by the cloud services underpinning our solutions;
- IT equipment – the procurement, use, and end-of-life disposal of laptops, servers, and peripherals;
- Business travel – emissions arising from travel to client sites and meetings;
- Waste – office consumables, packaging, paper, and electronic waste; and
- Digital delivery – the efficiency of the software and data solutions we build and host on behalf of clients

7. Staff Engagement

The Company sets and reviews measurable objectives against the following commitments:

- Reduce energy consumption and improve energy efficiency across our office and IT estate;
- Minimise waste generation and maximise recycling, reuse, and responsible disposal, including of electronic equipment under the WEEE Regulations;
- Prioritise digital-first ways of working to reduce reliance on paper and physical resources;
- Support low-carbon transport and sustained remote and hybrid working to reduce commuting and travel emissions;
- Design and host client solutions efficiently, making use of the sustainability and carbon-reporting capabilities of our cloud platforms; and
- Encourage the use of sustainable materials and services in our own procurement.

Progress against these objectives is reviewed at least annually, and specific, time-bound targets are recorded and monitored by management.

8. Monitoring and Improvement

Fusion is committed to understanding and reducing its greenhouse gas emissions and to working towards Net Zero in line with the UK’s statutory 2050 target. In support of this, and where required as a condition of a public sector framework or contract, the Company prepares and maintains a Carbon Reduction Plan. That plan sets out the Company’s Net Zero commitment, its emissions baseline and current footprint across the relevant scopes, and the carbon reduction measures it has completed and plans to

take, and is published in accordance with the applicable Procurement Policy Note. This policy operates alongside, and is supported by, that Carbon Reduction Plan.

9. Social Value

The Company takes environmental and sustainability considerations into account in its procurement decisions and seeks to work with suppliers and subcontractors who can demonstrate responsible and sustainable practices. Where relevant and proportionate to the value and nature of a purchase, environmental performance is considered alongside cost, quality, and security. The Company expects its supply chain to comply with applicable environmental law and encourages suppliers to adopt their own carbon reduction and sustainability commitments.

10. Policy Review

Pixel Fusion promotes environmental awareness and responsibility among its staff through induction, communication, and inclusion in sustainability initiatives. Employees are encouraged to contribute ideas for reducing the Company's environmental impact and to embed sustainable practices, such as efficient use of IT and reduction of unnecessary travel, in their day-to-day work.

11. Monitoring, Measurement and Continual Improvement

Environmental performance is monitored on an ongoing basis, and objectives are reviewed at least annually. The Company identifies and implements opportunities for continual improvement, drawing on the same internal audit and management-review disciplines that support its certified quality and information security management systems. Where shortfalls against objectives are identified, corrective actions are agreed, assigned, and tracked to completion.

12. Social Value

Pixel Fusion recognises its role in supporting broader social and environmental goals. Beyond managing its own environmental footprint, the Company seeks to deliver positive social value through carbon reduction, responsible and ethical sourcing, the use of local and regional suppliers where practicable, the provision of skilled employment, and support for community-led and skills initiatives. Where we deliver public sector contracts, we work with clients to align our social value contribution with their local priorities and reporting requirements.

Authorised Signatory



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Name: Gareth Heggie

Position: Director

Date: 25 September, 2025