

Sustainability Policy

InterQuest Group (UK) Limited is wholly committed to promoting sustainability within its business. In all InterQuest Group (UK) Limited's activities, the Company strives to operate in an economically, socially, and environmentally sustainable manner. In so doing, we translate our stakeholders' interests, corporate values, and ethical principles into daily business practices. The Company monitors its progress in these tasks and measures performance through specific corporate social responsibility (CSR)-related key performance indicators.

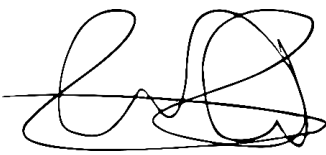
InterQuest Group (UK) Limited's Sustainability Policy is based upon the following principles:

- to comply with all applicable legislation, regulations, and codes of practice.
- to integrate sustainability considerations into all our business decisions.
- to ensure that all staff are fully aware of our Sustainability Policy and committed to sustainable working practices in all areas of our operation.
- to minimise the impact on sustainability of all office and transportation activities.
- to make clients and suppliers aware of InterQuest Group (UK) Limited's Sustainability Policy and encourage them to adopt sound sustainable management practices.

To periodically review and continually strive to improve upon our sustainability performance by putting these principles into practice, InterQuest Group (UK) Limited will:

- continue to develop efficient working practices which minimise travelling and energy consumption.
- reduce the need for our staff to travel to office locations, by supporting a remote working culture.
- advocate the use of public transport, cycling and walking for commuting to InterQuest Group (UK) Limited's locations, thereby minimising CO2 emissions.
- minimise our use of paper and other office consumables whilst continually identifying opportunities to reduce waste.
- recycle all office waste, including paper, printer cartridges and redundant equipment.
- promote the efficient use of energy and water within all our offices.

- reduce the energy consumption of office equipment by purchasing energy efficient equipment and promoting good housekeeping.
- ensure all timber furniture and any other timber products are recycled.
- provide continual education and training for all staff on sustainability issues relevant to InterQuest Group (UK) Limited’s business activities.



Greg Coleshill, Chief Executive Officer

| <i>Version number</i> | <i>Author</i> | <i>Revision description</i> | <i>Date</i> |
|-----------------------|-----------------|-----------------------------------|---------------|
| 4.0 | Sarah Phillipps | Company name update/annual review | February 2024 |