



ENVIRONMENTAL SUSTAINABILITY POLICY STATEMENT OF INTENT

Author: Environmental Sustainability Lead

Owner: CEO

Date: 13.03.2026

Version: 3

Date of next review: March 2027

STATEMENT OF INTENT

In line with UK law and legislation set out within the related legislation section below, Anthony Nolan is committed to taking all practicable steps to reduce its environmental impact, reach net zero by 2050 and ensuring the sustainability of Anthony Nolan for generations to come. This will be achieved by:

1. Management considering and embedding environmental sustainability thinking into decision making and project planning.
2. The implementation of an Environmental and Sustainability Management System, which involves creation of a strategy, supporting policy, and establishing baseline data for reporting.
3. The provision of information, training, and supervision to employees, volunteers and Trustees to ensure their compliance and active involvement in reaching targets and commitments. As well as educating employees, volunteers and Trustees on the importance of reducing their environmental impact at home.
4. Implementing UCL's Laboratory Efficiency Assessment Framework (LEAF) in Anthony Nolan laboratories and building towards achieving Gold certification.
5. Reviewing existing suppliers and seeking to engage more sustainable supplies by including sustainability requirements in new tenders and supplier selection to reduce the environmental impact of Anthony Nolan's supply chain.
6. Embedding sustainability in decision making when replacing technology and plant within out properties.
7. Actively promoting reduction, reuse, and recycling internally and working with customers and suppliers to encourage similar action.
8. Complying with environmental legislation and embedding good practices.

All employees, volunteers, and Trustees are expected to support Anthony Nolan in reaching its goals, objectives, and commitments, and engage with the policies and procedures developed to reduce Anthony Nolan's environment impact and ensure legal compliance. This statement will sit alongside the full Environmental Sustainability Policy which employees, volunteers and trustees are expected to read.

RESPONSIBILITIES

Overall, and final responsibility for Environmental Sustainability is held by the Board of Trustees. Responsibilities have been delegated to Chief Executive, Chiefs, Directors, and Line Managers. The formulation of the Environmental Sustainability Policy, guidance and monitoring of progress has been delegated to the Environmental Sustainability Lead.

MONITORING & PERFORMANCE

Anthony Nolan has a dedicated employee group which meets monthly to monitor environmental issues and to feedback employee solutions to the Environmental Sustainability Lead. The Governance and Risk Committee has oversight of overall progress in this area, and the creation of policies, reporting and recommending to the Board as appropriate. Anthony Nolan reports on energy and carbon and other environmental legal requirements bi-annually to the Strategic Leadership Team; and annually to the Audit and Finance Committee and the Board. Anthony Nolan carries out Energy Savings Opportunity Scheme (ESOS) assessments every 4 years which are reported to the Strategic Leadership Team, the Audit and Finance Committee, and the Board.

RELATED POLICIES

1. Environmental Sustainability Policy
2. Environmental Sustainability Standard Operating Procedures (SOP's)

RELATED LEGISLATION

- Environmental Protection Act 1974
- Control of Pollution Act 1974
- Environmental Protection Act 1990
- Environment Act 1995
- The Hazardous Waste Regulations 2005
- Climate Change Act 2008
- ESOS – Energy Savings Opportunity Scheme
- Energy Act 2020
- Rio 1992 UN Declaration on Environment and Development
- 1997 Kyoto Protocol
- 2015 Paris Agreement
- F Gas regulation
- Streamlined Energy and Carbon Reporting
- BS EN ISO 14001:2015 Environmental Management Eco-Management and Audit Scheme (EMAS)
- BS EN ISO 50001:2018 Energy Management System