



# ENVIRONMENTAL POLICY

## Table of Contents

Table of Contents .....	1
Introduction.....	2
Compliance.....	3
Environmental Objectives .....	3
Commitment to Resource Management and Circularity .....	3
Commitment to Pollution Prevention .....	4
Commitment to Awareness and Education.....	4
Commitment to Communications and Transparency .....	4
Commitment to Continuous Improvement.....	5

# Introduction

At Biohm, we are committed to ensuring regenerative practices in all aspects of our operations.

This Environmental Policy outlines our commitment to comply with environmental regulations, improve resource efficiency, and minimise our environmental footprint, while promoting a culture of continuous improvement. The policy is in alignment with the requirements of ISO 14001:2015, the international standard for environmental management systems (**EMS**).

This policy is additionally a reflection of Biohm's values as a certified B-Corp - balancing profit and purpose, as well as demonstrating business as a powerful force for good.

## Compliance

At minimum, Biohm shall comply with all applicable UK environmental laws, regulations, and standards. If applicable, Biohm shall also comply with the laws and regulations of any other jurisdiction where it or its Representatives operate. Biohm shall review its Legislation Register annually, at minimum, to ensure its compliance.

Additionally, as a certified B-Corp, Biohm shall also uphold B-Corp's rigorous standards for environmental performance, ensuring that our practices reflect our social and environmental responsibilities.

Furthermore, Biohm shall act transparently and responsibly to meet or exceed regulatory requirements, incorporating biomimetic approaches into all decision-making processes, by holistically and systemically considering intended and unintended consequences associated with the decisions.

## Environmental Objectives

Our strive towards ascendency is what sets Biohm apart. Biohm shall periodically set clear, measurable environmental objectives, aligned with the principles of ISO 14001:2015. These objectives will be reviewed regularly through internal audits and management reviews to ensure progress and continual improvement.

## Commitment to Resource Management and Circularity

One of Biohm's core drivers is to tackle the 'waste' crisis. Hence, Biohm not only strives to reduce the consumption of virgin natural resources and improve material, water, energy, and process efficiency throughout our operations but also contribute to a regenerative economy by converting waste into valuable resources.

Biohm shall maximise the use of waste-derived feedstocks in its biotechnologies, reducing reliance on non-renewable and non-local raw materials, as well as minimising waste generation. Biohm shall strive to have its biotechnologies operate within closed-loop zero-waste systems.

## Commitment to Pollution Prevention

Biohm is committed to minimise waste and prevent pollution in not only its products but also its operational processes.

Biohm strives to continuously innovate waste treatment processes, ensuring that our operations minimise the release of pollutants, greenhouse gases, and hazardous substances; including but not limited to microplastics, acids and bases, carbon dioxide, methane, volatile organic compounds, and particulates.

Biohm aims to achieve zero waste across our facilities by implementing waste segregation, recycling, and reuse strategies for all materials.

## Commitment to Awareness and Education

Biohm excels by ensuring we have an empathetic team who are the key to achieving regeneration in everything we do. We are committed to:

- Providing training on environmental and sustainability best practices, fostering a culture of innovation and responsibility in all aspects of our work;
- Ensuring the health, safety, and well-being of all team members, promoting a work environment that supports personal growth, teamwork, and a shared commitment to impact;
- And encouraging the team's involvement in sustainability upskilling initiatives and events.

Biohm also strives to ensure team members are championing environmental stewardship while working from home. These best practices can be found in our internal policy, Flexible Working Policy – Working From Home.

## Commitment to Communications and Transparency

At Biohm, we believe excellence can only be achieved where all stakeholders are united as one. Therefore, we ensure all interested parties – both internal and external

– are aware of this environmental policy, our environmental aspects and impacts, as well as our environmental objectives.

Biohm will work collaboratively with stakeholders, including but not limited to employees, customers, partners, suppliers, and communities, to promote regenerative environmental impact. This includes:

- Ensuring Biohm’s suppliers’ and its representatives’ adherence to our [Supplier Code of Conduct](#);
- Fostering behavioural and systematic change in society at large through Biohm’s radical thought leadership;
- And championing biomimetic approaches towards problem-solving together with our partners.

Biohm is also committed to maintaining open lines of communication regarding our environmental practices and performance. This includes:

- Providing both internal and external interested parties with regular updates on environmental achievements and challenges;
- And encouraging feedback and actively listening to concerns regarding our environmental practices.

## Commitment to Continuous Improvement

Biohm is dedicated to the continuous improvement of our EMS to enhance our environmental performance. We shall achieve this by:

- Regularly reviewing and assessing the performance of the EMS and identifying areas for improvement, implementing corrective actions as necessary to meet evolving standards and objectives;
- Setting specific, measurable, achievable, relevant, and time-bound (**SMART**) environmental objectives that align with both the ISO 14001:2015 standard and B-Corp’s sustainability goals;
- And prioritising innovation in our R&D processes to develop and refine new methods of waste valorisation, enhancing the efficiency and impact of our biotechnologies.

Policy owner: Chief Evolution Officer

Created: March 2025

Next Review: August 2025