

The ExamWorks UK Ltd group of companies (Group) are specialist outsourcing organisations which offer a diverse range of products and services to the insurance and legal sectors since 1996. ExamWorks UK Ltd is part of the ExamWorks family, a leading global independent medical examinations provider headquartered in Atlanta, Georgia.

The parts of the Group that are applicable to this policy consists of the following specialist organisations delivering niche industry leading services:

- Premex Services
- Premex +
- 3D Rehabilitation
- UKIM MLR
- UKIM Occupational Health & Wellbeing
- Pagin8
- ExamWorks Investigation Services (EWIS)

The Group recognises that its operations impact upon the environment. Through the identification of its most harmful activities, the Group strives to lead the industry with new levels of environmental awareness, pledging a commitment to continual improvement.

The Group will:

- Comply with all relevant environmental legislation and regulations
- Minimise the amount of waste it produces by encouraging the recycling of all possible office waste, such as paper, tin and plastic and the promotion of reusable products
- Reduce the amount of energy it consumes in its buildings by continuing to use energy-saving schemes
- Review the amount of water it consumes and look for ways to reduce its consumption
- Ensure all employees understand the environmental impacts associated with their responsibilities by providing appropriate training, guidance and information
- Purchase, where possible, sustainable products that can be used in daily operations, e.g. the use of FSC accredited paper
- To reduce the amount of paper it produces by developing new online systems and encouraging employees 'think before they print'
- Promote sustainable travel, remote meetings and homeworking where appropriate
- Manage its business operations to reduce pollution
- Seek to ensure that suppliers meet environmental requirements similar to its requirements by complying with pre-agreed standards
- Continually review current systems to ensure that the Group is constantly improving environmental performance
- Communicate its environmental commitment to all employees and relevant stakeholders

This policy is a framework for establishing and reviewing the Group's environmental objectives and targets. The Group committed to measuring, auditing and reporting its environmental performance against the objectives. This policy was approved by the board of the Group on 12<sup>th</sup> July 2021 and will be reviewed on an annual basis.

Caroline Russell

General Counsel & Head of Compliance

**Date:** 12<sup>th</sup> July 2021