

Sustainability Policy

Navitas Chartered Surveyors · Effective 1 March 2026

Policy owner	Directors, Navitas Surveyors Ltd
Review cycle	Annual — next review March 2027
Applies to	All staff, contractors and supply chain partners
Version	1.1 Supersedes Sustainability Policy 2025

Our Commitment

Navitas Chartered Surveyors is a specialist business rates consultancy serving the UK power generation sector. We are a small, agile firm — and we believe that is precisely why our sustainability commitments matter. We cannot outsource responsibility; every decision made by our team has a direct and traceable impact.

We are committed to operating responsibly across all areas of our business: environmental stewardship, the health and wellbeing of our people, fair and ethical conduct in our supply chain, and a positive contribution to the communities and clients we serve.

As a minimum, we comply with all applicable legal and regulatory requirements. We aim to go further, embedding responsible practices into how we work day-to-day — and holding our partners and suppliers to the same standards.

1. Environment & Carbon

Reducing our footprint

As a professional services firm, our direct environmental impact is modest — but not negligible. Our greatest impacts arise from business travel, digital infrastructure and the energy used in our offices and home-working environments.

- We operate primarily as a remote-first business, minimising unnecessary travel and the energy consumption associated with fixed office premises.
- Where travel is required, we prioritise lower-carbon options — rail over air, and electric or hybrid vehicles where practicable.
- We procure 100% renewable electricity for any premises under our direct control, sourced from wind, solar and other clean generation.
- We prioritise electric and hybrid vehicles for business travel where practicable, in support of the transition away from fossil fuel transport — consistent with the clean energy sector we serve.
- We minimise paper use, operate paperless workflows wherever possible, and use cloud-based systems to reduce hardware waste.
- We review our carbon footprint annually and set targets to reduce emissions year-on-year.

2. Health, Safety & Wellbeing

Looking after our people

The wellbeing of our small team is central to how we operate, and individual welfare has an outsized impact on our collective performance and culture.



- We are committed to providing a safe working environment, whether in a home-office, client site or any other location.
- We conduct regular risk assessments of our working arrangements, including display screen equipment (DSE) assessments for all staff.
- We actively support the mental health and work-life balance of our team, recognising the particular pressures that can accompany small-firm professional practice.
- We encourage open communication about workload, stress and working conditions, with direct access to the Directors for all staff.
- We provide appropriate training and professional development to ensure all staff are competent, confident and supported in their roles.

3. Responsible Sourcing & Supply Chain

Working with the right partners

Although our supply chain is limited in scale, we take responsibility for the standards of those we work with. This includes IT suppliers, professional advisers, software providers and any specialist contractors engaged on client work.

- We select suppliers who share our commitment to responsible and ethical practice.
- We do not knowingly engage with suppliers who fail to uphold fair labour standards, pay the National Living Wage, or operate in breach of applicable law.
- We take a zero-tolerance approach to modern slavery and human trafficking in our supply chain (see our Modern Slavery Statement, below).
- We review supplier relationships periodically and will terminate arrangements where concerns cannot be resolved.

4. Community & Clients

Making a positive contribution

Our work — helping power generators navigate business rates — contributes directly to the financial sustainability of the UK's clean energy sector. We are proud that our clients include operators of wind, solar, battery storage, hydro and other renewable assets.

- We provide clear, honest and transparent advice, with no undisclosed conflicts of interest.
- We maintain our RICS Regulated status, upholding the professional and ethical standards the designation requires.
- We are members of Energy UK and the Rating Surveyors' Association, contributing to industry knowledge and best practice.
- We engage constructively with the Valuation Office Agency and wider rating profession to promote fair and accurate assessments for the power sector.



5. Governance & Review

This policy is owned by the Directors of Navitas Surveyors Ltd and is reviewed annually. Compliance with this policy is a condition of employment and of engagement as a contractor or supply chain partner.

Any concerns about the application of this policy should be raised directly with a Director.

Signed on behalf of Navitas Surveyors Ltd

Owen Garfield

10 March 2026

Signature & Name

Date



Modern Slavery Statement

Navitas Chartered Surveyors · Financial Year 2025–26 · Published March 2026

Published	March 2026
Applies to	Navitas Surveyors Ltd (Co. No. 11374553)
Prepared under	Modern Slavery Act 2015, Section 54
Review cycle	Annual

Introduction

This statement is made by Navitas Surveyors Ltd ('Navitas') pursuant to Section 54(1) of the Modern Slavery Act 2015. It sets out the steps we have taken during the financial year 2025–26 to ensure that modern slavery and human trafficking are not taking place in our business or supply chain.

Navitas is a specialist business rates consultancy serving the UK power generation sector. We are a small, specialist firm. While the scale of our operations means our direct exposure to modern slavery risks is limited compared to larger organisations, we take our obligations under the Act seriously and are committed to continuous improvement.

Our Business

Navitas Surveyors Ltd is a RICS Regulated firm providing business rates advisory services exclusively to operators in the UK power generation sector — including wind, solar, CCGT, nuclear, hydro, biomass and battery storage assets. We are headquartered in Barnstaple, Devon, and operate primarily on a remote-working basis.

Our turnover falls below the £36 million threshold that triggers a mandatory obligation to publish a Modern Slavery Statement under the Act. We publish this statement voluntarily, because we believe transparency and ethical conduct should not be contingent on company size.

Our Supply Chain

Given our size and nature as a professional services firm, our supply chain is narrow and low-risk. It consists principally of:

- Software and IT service providers (cloud platforms, productivity tools, professional databases)
- Professional advisers (accountants, legal counsel)
- Office supplies and equipment
- Specialist contractors engaged on a project basis

We do not manufacture goods, operate in high-risk geographies, or engage labour-intensive supply chains of the type most commonly associated with modern slavery risk.

Risk Assessment

We have assessed the modern slavery risk within our business and supply chain as low, for the following reasons:



- All members of our team are employed directly, on written contracts, at or above the National Living Wage, with statutory rights fully observed.
- Our principal suppliers are established UK-based or international technology and professional services companies, operating in regulated sectors with their own governance frameworks.
- We do not use agency workers, zero-hours contracts, or labour providers.
- We have no operations in high-risk geographies for labour exploitation.

Notwithstanding the low assessed risk, we maintain due diligence as a matter of principle.

Policies & Controls

The following policies and controls support our commitment to preventing modern slavery:

- Sustainability Policy — sets out our commitment to responsible sourcing and ethical supply chain conduct.
- Recruitment practices — all staff are recruited through lawful channels, with right-to-work checks conducted in line with UK law.
- Supplier selection — we do not knowingly engage suppliers who fail to comply with applicable employment law or who cannot demonstrate respect for basic labour rights.
- Open-door culture — all staff have direct access to the Directors and are encouraged to raise any concerns without fear of recrimination.

Due Diligence

During 2025–26, we undertook the following due diligence steps:

- Reviewed and updated our supplier list, confirming that primary suppliers are reputable, established organisations with publicly available modern slavery statements or equivalent policies where applicable.
- Confirmed that all employment arrangements within Navitas meet statutory requirements in full.
- Reviewed this statement and the underlying risks as part of our annual policy review cycle.

Training & Awareness

Given the size of our team, formal training programmes are not proportionate. However, all Directors and staff are made aware of the requirements of the Modern Slavery Act 2015, the indicators of modern slavery, and our internal reporting procedures. This awareness is refreshed annually alongside the review of this statement.

Looking Ahead

In the year ahead, we commit to:

- Continuing to review supplier relationships for any emerging risk.
- Updating this statement annually, reflecting any changes in our business, supply chain or the regulatory environment.
- Considering whether additional due diligence steps are warranted as our business grows.



This statement has been approved by the Directors of Navitas Surveyors Ltd and applies to the financial year ending 2026.

A handwritten signature in black ink that reads "O. Garfield".

Owen Garfield

Director signature & name

Date 10 March 2026