

ENVIRONMENTAL POLICY

The organisation recognises that its business activities interact with the environment in a variety of ways. These activities have an impact in the key areas of raw material use, noise and air pollution and generation of waste materials.

The organisation recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so and to provide a comfortable environment for its employees to work in.

As such, the organisation is committed to:

- Continual improvement and monitoring of the environmental impacts of its business activities.
- Preventing pollution wherever possible.
- Complying with all relevant legal, customer, and other third party requirements.
- Adopting best practices applicable to its activities wherever it is practical to do so.

The organisation will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System that is independently certified as compliant with ISO 14001:2004.
- Setting objectives for reducing its environmental impact and maintaining an environmental performance improvement programme to enable them to be achieved.
- Ensuring that its employees, subcontractors, suppliers and customers are aware of any support required by them to support the Organisation's commitments and environmental objectives.
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives.
- Identifying new technologies and methodologies to minimize and where possible eliminate waste.
- Reduce or eliminate the use of materials and products derived from non-sustainable sources.
- Make more efficient use of natural resources by conserving energy and water.
- Wherever possible materials are recycled to minimize landfill and reduce the use of raw materials.

The implementation of this Environmental Policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Signed *Fred Haley*

Date 08/ 01 2018