



ENVIRONMENTAL MANAGEMENT POLICY

Our company is committed to improving the environment and reducing pollution.

Our policy is to continuously manage all our operations in a responsible and ethical manner, with the aim of achieving best practice in all aspects of environmental management. The company is committed to working to relevant environmental legislation and common law at all times.

Our environmental objectives are to -

- Reduce greenhouse gas emissions
- Improve energy efficiency to reduce our energy requirements
- Reduce our water consumption
- Prevent pollution from our activities
- Manage waste by minimising, recycling, storing and disposing of waste and packaging in a responsible manner
- Manage the use, storage and disposal of materials to reduce our environmental impact
- Reduce the impact of the company's transport arrangements and choose alternative options where feasible
- Respect, conserve and promote biodiversity
- Work with colleagues and others so they understand their own environmental impacts and assist them to make improvements

The systems for managing the environmental impact of the company are implemented and learn from the best practice guidelines available in our industry.

It is a company commitment that environmental management is maintained at a visible level at all times and that awareness is continuously promoted to colleagues and users of the business premises, facilities and services. It is also a commitment that the company will endeavour to improve its own environmental performance on a continual basis.

Environmental management is an integral part of the management of any process or area within the operations of the company with leadership, ultimate responsibility and guidance from the Managing Director. The Directors and all Managers are responsible for minimising the environmental impact and risks arising from, or connected with, any work or area they control. This ultimate ownership and accountability is never delegated to other organisations or contractors.

The company is committed to providing adequate resources for training, implementation, and maintaining the environmental management system.

The Environmental Manager is the management representative with the task to implement the policy on a day-to-day basis. He will report immediately to the Managing Director. The Environmental Manager will seek to maintain an effective management system to plan, organise, control, monitor and review measures to control our environmental impact.

The management system is set out in detail in the documents which are made available and communicated to all colleagues and users of the businesses premises, facilities, services and members of the public.

The company aims to ensure that the environmental management system achieves the following in its normal business activities:

- **Legal Compliance** - Monitoring and responding to new developments in law, regulation, techniques and knowledge;
- **Continuous improvement** - Of the company policies, organisation and arrangements in light of new developments, and in light of the results of monitoring and auditing.
- **Action Planning** - Formulating and implementing action plans for management of risks and where deficiencies are identified that suitable corrective action is taken;
- **Competence** - Ensuring that employees, users of the businesses premises, facilities and services have appropriate skills and knowledge;
- **Impact Assessment** - Effective impact assessment of all operations and workplaces, and identification of appropriate resources to control impact;
- **Workplace Controls** - Implementation and maintenance of effective and appropriate environmental control measures;
- **Colleague Involvement** - Consultation and co-operation to ensure that policies, organisation and arrangements are effective and appropriate;
- **Communication** - of policies and procedures to all colleagues, users of the businesses premises, facilities and services;
- **Supervision** - Of operations, workplaces, colleagues, users of the businesses premises, facilities and services;
- **Emergency Planning** - and preparing for environmental emergencies
- **Review of Data** - Monitoring and improvement of levels of refuse and consumption of energy;
- **Performance Audit** - Through inspecting and auditing of all activities measuring performance against plans and policies, and setting improvement targets;

The highest standards of environmental management can only be maintained with the contribution and co-operation of all colleagues and users of the businesses premises, facilities and services who have a duty to report anything, which they believe, poses an impact on the environmental management of the company.

The company requires all of its contractors or sub-contractors to have in place controls to ensure that their performance on behalf of the company is commensurate with the commitments in this policy,

All colleagues shall familiarise themselves with this environmental management policy and keep it in mind at all times when at work.

Signed :

Date:



Managing Director

1st July 2025

Next review date: July 2026