

## » Policy Statement – Environmental

Our objective is to manage our business so as to minimise the effects of our activities on the environment.

We will:

- evaluate and assess the environmental effects of the Company's operations;
- regularly review legal requirements to ensure compliance;
- apply the principles of reduce, reuse and recycle in our processes;
- monitor and control our processes to minimise and prevent pollution;
- provide guidance and training on environmental requirements to staff and sub-contractors working at our site;
- liaise with suppliers whose activities relate to our environmental impact, to ensure they are compliant with environmental requirements;
- increase awareness of environmental issues among our stakeholders;

We regularly review our environmental effects to facilitate continual improvement of our environmental performance. The particular arrangements to implement this policy are set out in the environmental manual.

Environmental matters are seen as a key company issue. Our EP and the measures to implement it have been devised on the basis of advice from the BPIF and other relevant bodies, as well as in consultation with appropriate employee representatives.

Alison Branch, Managing Director, is responsible for the effective performance and operation of our EP. We recognise that active employee involvement is a key element in the achievement of environmental objectives. A copy of the EP has been given to each current member of staff, and is given to all new starters as part of their induction. Additional copies of our policy are available on the company intranet and on request from Alison Branch or Jenny Reed.

The policy will be kept up-to-date, particularly as the business changes in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed every year.



Managing Director

Reviewed: May 2016