



Environmental

HS04 - Environmental Policy

This Environmental Policy Statement recognises the Company needs to operate the business in a manner which reflects good environmental management. The Companies are aware of the environmental impacts of its operations and will balance its business aims with the need to protect the local and global environment.

The Company's Commitment

Our Environmental Policy shall earn the confidence of employees, shareholders, customers and the general public by demonstrating our commitment to comply with all relevant environmental legislation and minimise pollution, resource use and waste, where feasible, through the continuous improvement of performance in all areas of the Company.

The Company has demonstrated a commitment to identify all activities that have the potential to cause an environmental impact, as well as providing adequate resources to help minimise or prevent any negative impact.



In order to achieve this commitment, we will:

- Operate our Environmental Management System in accordance with BS EN ISO14001.
- Identify the environmental impacts of the Group's operations and establish environmental management procedures that can be incorporated into all business decisions, utilising the concept of BATNEEC.
- Regularly measure and evaluate our environmental performance to identify areas to show continuous improvement.
- Commit adequate financial and physical resources to ensure the environment is maintained as a priority throughout all parts of the organisation.
- Delegate the responsibility for environmental matters to the appropriate levels in the Company.
- Consistently increase the awareness and provide necessary training to all our employees and customers to ensure environmentally responsible concepts are integrated into their normal working practices.
- Demonstrate control of all our operations and ensure that all are performed with due consideration to the environment.
- Identify, prevent and mitigate potential accidents that could result in an environmental impact, so that if an accident did occur, the consequences would be minimised.
- Use, where possible, products that have the minimum environmental impact.
- Minimise the storage and use of all articles and substances, where appropriate.
- Reduce the consumption of resources (energy, materials, packaging) where feasible.
- Minimise waste through a commitment to reuse, recover or recycle, where feasible.

It is our duty, within our scope of influence to ensure that good environmental management is practised on all contracts and projects that we are involved in, and we will seek to influence customers to demonstrate a positive environmental commitment. The Company will communicate the Environmental Policy to all the Company personnel, and it will be freely available to customers and the general public.

The Policy will be monitored and maintained by the SHE Manager of the Company who will ensure it is reviewed at least annually or to reflect changes to relevant UK legislation or guidance. Authority for the implementation and maintenance of the system is cascaded through the management structure.

The Managing Director accepts direct responsibility for the environmental performance of the Company.

Ian fern, CEO
January 2026