

Environmental & Waste Management Policy (POL2000)

1 Overview

The purpose of this policy is to clearly describe the objectives and guidelines that support the Company Environmental and Waste Management process. This policy provides a clear framework that enables the business activities of the Company to be carried out in a manner consistent with the company's stated environmental and waste management expectations, objectives, and any legislative requirements.

2 Scope

This policy applies to all company business activities, workplaces, project worksites, employees and where appropriate contractors and sub-contractors of the Company.

3 Objectives & Action

The Company recognises the company's obligations under the law regarding the need to effectively manage its business activities in a way that considers, protects, and enhances the environment. This includes recycling and disposal of waste where it is possible to do so in an environmentally safe and responsible manner.

We shall clearly identify and document the environmental aspects, impacts and risks associated with or generated as a result of the company's business activities.

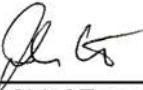
We also recognise that our company has a duty of care to provide a safe working environment for all staff, employees, contractors, sub-contractors (where appointed) and visitors; in this regard not only protecting them from potential environmental hazards, also alerting them to their environmental management responsibilities and the possible damage to the company's reputation; and the possibility of prosecution should a breach of environmental law occur.

The Company shall establish a "rolling" annual target of zero environmental incidents, and shall, as a minimum measure, meet our legal and statutory requirements under relevant environmental acts and legislation and with the requirements of ISO 14001:2016 Environmental Management Systems.

In meeting this commitment, we shall promote awareness and understanding within the company of the responsibility for environmental issues by:

- Communicate the importance of environmental issues as they relate to the firm and our people.
- Encourage remote working, virtual service delivery and digital collaboration to reduce our business travel.
- Strive to reduce and divert waste from our operations and divert away from landfill.
- Eliminate all single use plastic items from our operations and supply chain by 2030, including those in our offices, catering, and events.
- Promote reuse and recycling in our offices, including new recycling streams for office waste.

The Company requires that all employees, contractors, and sub-contractors familiarise themselves with, comply with, and take appropriate action to ensure that their work activities are carried out in an environmentally safe and responsible manner.

Signed: 
(John Watts – Chief Executive Officer)

Date: 13/01/2026

