

ENVIRONMENTAL POLICY

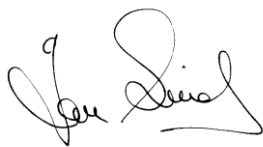
The Company takes a close and responsible interest in the Environmental Impact of all of its working operations from the CEO through senior management, support workers, operatives, clients and contractors.

To achieve this aim the Company is committed to reducing its environmental impacts and to develop a culture of continuous environmental improvement through :

- Compliance with relevant legislation, regulations and other requirements as applicable.
- The prevention of pollution by our actions and in the advice provided to clients.
- To conserve natural resources by the use of energy management together with the minimization of waste, commitment to recovery, re-use and recycling as opposed to disposal where feasible.
- The achievement of improvements in environmental performance by working with our clients in our service delivery.
- Where appropriate encourage and monitor our suppliers and contractors in working to our environmental standards and those of our clients as a minimum.
- Setting and reviewing environmental objectives, target and performance measures on an ongoing basis.
- Providing employees with an understanding of this Environmental Policy and their role in influencing improvement in environmental performance.
- Maintaining pro-active communications about all aspects of Environmental management and performance with key stakeholders, employees and other internal parties as part of a two way communication process.
- The procurement of all purchased products to include increased use of reclaimed, recycled or sustainable materials.
- Review of all company vehicles and ensure complete training and environmental awareness is provided with the aid of RoSPA in order to reduce our carbon footprint.

Managers and staff throughout the company are encouraged to take a close interest in environmental issues in their particular areas of activity by attending our Environmental meetings. Full consultation on environmental issues is encouraged at all levels with effective liaison and a sense of shared responsibility for environmental protection amongst employees and subcontractors.

By implementing and managing this policy, we aim to contribute to the effective improvement of environmental performance in both our clients and our own premises.



Ian Sinclair
Group Health & Safety Manager



Keith French
CEO, UK