

Environment policy

We are committed to continually improving *our* performance to minimise the environmental impact of our operations. Protecting the environment, conserving resources and preventing harmful impacts such as pollution is central to the success of our business and specifically to delivering operational excellence and outstanding customer service.

We will provide the leadership, direction and support to ensure that:

- The environmental impact of all of our activities is identified, evaluated and controlled by adopting best practice in all of our work procedures.
- Colleagues have the tools and training to meet our environmental commitments.
- Environmental performance targets relating to greenhouse gas emissions, the reduction of water usage and waste production are established, measured and publicly reported, where these are significant in our operations.
- As we develop products and services, and improve our existing ones, we will at the same time seek to further limit their environmental impact.

We are committed to establishing consistent environmental management procedures throughout the organisation with common key performance indicators and effective management systems. All businesses must communicate to colleagues their own environment policy statement reflecting this group policy and describing the arrangements and the organisation in place to ensure compliance with applicable environmental legislation, the group's environmental management requirements and our customer's environmental requirements.

We will support our colleagues to take ownership of the environmental impact of their work and will listen to their comments and act on what they tell us.

This policy will be reviewed annually.



Andy Ransom
Chief Executive

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