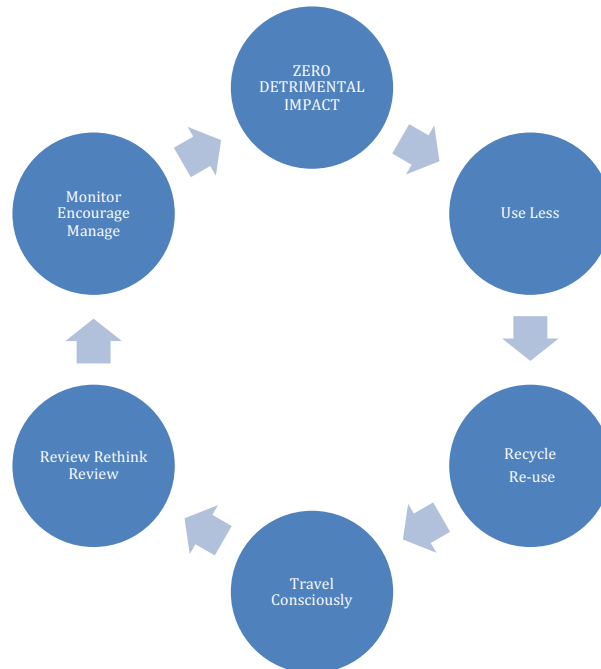


Sustainability Policy



- **Use Less**
 - As the global population increases and demands for natural resources endanger the very future of our planet, it is imperative that we all collectively use less.
 - Using less, lowers the impact we have on the environment, be that through the emissions of Green House Gases; reducing our energy consumption; minimising our usage and disposal of fresh water; caring for our neighbour's needs.
- **Recycle and Re-Use**
 - Recycling materials reduces the need for Land Fill operations and extends the lifecycle of resources, where possible and practical.
 - Re-use of materials and equipment reduces the need for exploitation of resources, lowers environmental impacts and geo-political tensions.
 - Careful use of water will help to minimise the impact on dwindling stocks of fresh drinking water.
- **Travel Consciously**
 - Transportation is one of the key factors for GHG emissions. Despite the move towards Electric Vehicles (which consume large quantities of rare resources), exhaust emissions still account for 25% of all GHG's. By encouraging and enabling our staff to use public transport (Buses, Coaches, Trains) for all journeys, we are helping lower emissions.
 - Air travel, carefully monitored as a last resort option.

- **Review, Rethink, Review**
 - Business and the world we work in constantly changes, and it is essential to continuously review working practices, ensuring they are meeting legal and social requirements. Rethinking how things are done will reduce costs, and impact less on our external partners and stakeholders, minimise environmental impacts and engage more meaningfully with those that are affected by our deeds and actions. Which leads us back to continuously reviewing and embracing new technologies and working practices.
- **Monitor, Encourage, Manage**
 - Continuous monitoring of all company activities is imperative to build a sustainable business and a sustainable operational footprint. Understanding how our business impacts on other is important to us in achieving our sustainability goals of **Zéro Detrimental Impact**.
 - Encourage all those that work with us to embrace our sustainability goals and for us to embrace theirs.
 - Manage expectations and actions so that our goal of **Zéro Detrimental Impact** is achieved in as short a time-frame as possible.



Kevin J Mallin
Managing Director

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