

## Environmental Policy

### **Purpose**

We are committed to reducing our environmental impact and to continually improving our environmental performance as an integral part of our business strategy. We recognise that environmental risks and opportunities may have an impact on the key strategic competencies that create and deliver value to company's business model.

The Chief Executive is responsible for ensuring that this policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

### **Scope**

This policy is applicable to company and all local subsidiary operations where company has management control and includes:

- 1) Officers within the company;
- 2) Any senior manager appointed within the company;
- 3) Full time or fixed term employees;
- 4) Contractors; and
- 5) External visitors.

### **Aim**

We endeavour to:

- 1) Comply with and exceed all relevant regulatory requirements and other compliance obligations;
- 2) Continually monitor and reduce our direct environmental impact, and wherever possible, our indirect impacts associated with our supply chain;
- 3) Understand and be responsive to environmental challenges and how they impact our business;
- 4) Incorporate environmental factors into business decisions;
- 5) Increase employee awareness and training; and
- 6) Through this policy and our actions we seek to protect and build our reputation across all aspects of our business.

### **Policy Commitments**

- 1) The company will strive to become the leader in sustainable practices within the business units by maintaining an innovative environmental policy and positioning ourselves on the cutting edge of sustainable ideas, practices, methods and technologies;
- 2) The company shall integrate environmental management into planning and decision making;
- 3) Operate in compliance with all applicable legislation and compliance obligations; and
- 4) The company will identify and manage environmental aspects in order to:
  - a) Minimise greenhouse gas emissions.
  - b) Promote efficient use of materials and conserve resources.
  - c) Optimise and minimise resource consumption.

- d) Protect the environment and prevent pollution.
- e) Commit to the principle of reduce, reuse and recycle.
- f) To ensure the safe handling and storage of waste on all our sites.
- g) To prevent, minimise and regulate waste generated at source.
- h) Applying renewable energy alternatives and other green technologies within our facilities, wherever these alternatives are available, economical and suitable.
- i) Use adaptation measures to protect our business and stakeholders against the impact of climate change.
- j) Influence our suppliers to improve environmental performance across our supply chain.

The company is committed to using our sphere of influence to promote environmental awareness and drive behavioural change among all stakeholders, particularly staff and clients.

Where carbon or resource targets have been set, a clear strategy and action plan to achieve such targets will be undertaken, and our progress against these targets will be reviewed and progress communicated.

The company recognises that an effective response to climate change will require an informed and collaborative approach informed by research initiatives aimed at enhancing understanding of the risks of climate change on our business model and assessing the implications thereof.

### Policy Compliance

The company views any non-compliance to this policy as well as any non-compliance with its obligations in terms of legislation in a serious light. Any deliberate action by an employee to contravene the above will be subject to disciplinary action or termination of employment.

All instances of non-compliance with this framework will be included within the regular risk reporting process.

Name:

T.A. Ferguson

Position:

M/D

Signature:



Date:

2022/08/24