

## Environmental Policy Statement

The Rhead Group, and its Subsidiaries as an organization, are committed to the protection of the environment at all levels of its operations. The Managing Director, supported by the Directors and other staff, is responsible for ensuring that this Policy is understood, implemented and maintained.

It is recognised that all aspects of the business from office administration through to project management activities have an effect upon the environment and this Environmental Policy Statement reflects the Group's concerns and recognition of this fact.

Through acknowledgement of the following aims and commitments in its efforts to reduce pollution and to protect the environment both locally and globally, the Group and its Subsidiaries will:

- a) maintain a formal Environmental Management Programme, whereby environmental objectives and targets are set, as appropriate to the nature and scale of the operation, taking due account of identified environmental aspects and impacts;
- b) environmental objectives and targets set will be communicated to all staff and used to drive improvement by means of regular monitoring and review of progress
- c) strive to adopt the highest available environmental standards in its offices and all site locations and ensure that the organization meets or exceeds the minimum requirements of all relevant and prevailing Environmental Law in the United Kingdom and Europe (EU);
- d) expect and pro-actively require high environmental standards from all parties involved with the business including visitors, suppliers and sub-contractors.
- e) Seek to maintain excellent relations with the local community and the public at large;
- f) Minimize the use of all consumables and energy and seek to use renewable, recyclable and environmentally friendly products, wherever possible;
- g) Segregate office paper waste, collecting it for re-claim wherever possible and ensure that it is collected by a licensed contractor;
- h) Ensure that ink cartridges are sent for recycling and that all other wastes are disposed of safely via a licensed route;
- i) Adopt an environmentally sound transport policy, considering, in particular, the use of Company Cars.

All employees are given training and guidance in environmental policy and 'best practice' as appertaining to the business and new starters receive such instruction during their induction to the Group.

Implementation of the policy is achieved through regular Management review, auditing and revision, applied business systems and adherence to established Quality and Environmental Management System procedures and processes, including the use of continual improvement, emergency preparedness and response and formal corrective and preventative action.

This policy statement is displayed on the Group's premises and is made available otherwise to employees and the public at large on the Group's website.

Signed.....

Date.....

A handwritten signature in blue ink, appearing to be 'A.B. Rhead', written over a horizontal line.

Mr. A.B. Rhead (Managing Director)

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