

The company recognises the need to conduct and develop our business, without compromising the needs of the future generations. This policy reflects the UK Government's principles of Sustainability Development and also recognises that our clients may wish to implement their own sustainability targets throughout their businesses. Sustainability is about maximising our environmental, economic and socio-economic and socio-economic performance, in the interest of the business, our stakeholders and our planet.

Sustainability will be pursued as an integral part of fulfilling our corporate vision. We will continually strive, and expect to:

- Communicate the social, economical and environmental aspects of our contracts by engaging with all stakeholders appropriately.
- Develop staff training and raise staff awareness.
- Encourage staff to embody the principles of Sustainable Development into their day-to-day working activities including travel and use of energy-saving devices.
- Assess the impact of any project on the environment at the location where the work is to take place and reduce.
- Ensure compliance with relevant environmental legislation, regulations and guidance.
- Manage activities to minimise carbon emissions into the atmosphere from plant/equipment/transport involved in the work.
- Prevent pollution and should this occur, have plans in place to minimise the impact.
- Improve waste management practices through careful assessment of requirements.
- Reduce consumption of natural resources by re-cycling and use of sustainable materials.
- Minimise noise and other nuisances.
- Use the 'supply chain process' to ensure prudent use of natural resources.
- Continuously monitor environmental performance by setting project and business targets.

We will ensure that this policy is pursued throughout the organisation and will give full backing to the SHEQ Team whose function it shall be to monitor and report on its implementation.

This Policy shall be communicated to all employees and any amendments will be brought to their attention via their line management.

This policy will be reviewed at a frequency of no less than annually.



Signed.....
Tim O'Connor - Managing Director

Date: 07/02/19