

## Environmental Policy

We are committed to reflecting in our business employee concerns for the local environment and conservation of resources. We are aware that our activities can have both a positive and negative impact on the environment and we shall continually endeavour to improve our environmental performance. We shall comply with all relevant environmental legislation and ensure that the prevention of pollution is an integral part of our working practices.

We will ensure we adhere to this policy by:

- Integrating environmental considerations in to all business operations.
- Ensuring that all assessments and decisions are found with consideration to the environment.
- Recognising the need to conduct internal environmental reviews on a periodic basis and to measure our operational activities against our environmental goals.
- Training and educating our staff to perform in an environmentally responsible manner.
- Supporting the development of acceptable products and services designed to promote the protection of the environment, where there is a sound business rationale.
- Encouraging open and active dialogue relating to environmental management with both clients and other relevant audiences.
- Providing, within our capacity, open dialogue and correct information relating to a sustainable development.
- Evaluate the potential to recover or recycle our waste materials.
- Taking alternative measures of travelling to work other than driving i.e. bus, cycle, walking. We aim to achieve this by employing local people.
- Recycling all plastic materials.
- Recycling printer cartridges.
- Working towards a paper-less environment, using email.

It is the responsibility of all within the Company to ensure these policies are adhered to.

A handwritten signature in black ink, appearing to read 'Dennis Tennial', is positioned above the 'Signed:' text.

Signed:

Name: Mr Dennis Tennial

Position: Managing Director

Date: 5<sup>th</sup> January 2026