

## 9 Environmental Policy

We are committed to the protection and care of the environment, in so far as we can reasonably expect to exact an influence. To this end the Environmental Policy is reviewed at the Management Review to ensure its continuing suitability, effectiveness and that it remains appropriate in achieving the Vision of the Company, as set out in the Business Plan.

We are totally committed to meeting all statutory requirements, to ensuring compliance with all legal and regulatory legislation, and to making continual improvement at all levels, within all functions of the Company. This commitment is consistently achieved through the implementation and maintenance of our Environmental Management System which satisfies all the requirements of ISO 14001: 2015 and any relevant environmental, legal, regulatory, corporate, customer or other obligations to which the Company subscribes.

Environmental Objectives and Targets will normally be set as a result of the Management Review or actions arising from this policy and will be communicated to the individuals concerned as described in the documented procedure in the Environmental Manual. Corporate environmental objectives will be communicated throughout the organisation structure. Specific environmental objectives can also be assigned through results of site reviews, internal audits, changes in applicable legislation or customer/interested party requirements, or as part of the ongoing continual improvement programme. All Environmental Objectives and targets are documented and reviewed.

Current Environmental Objectives and Targets are outlined in the Business Plan.

Our procedures ensure compliance with all the requirements of ISO 14001:2015 to which the Directors subscribe. It is a mandatory condition of employment that all employees follow the appropriate procedures at all times. Any neglect of this condition will be viewed with the utmost seriousness and may lead to disciplinary measures.

The development, training and awareness of our personnel are major factors in the understanding, implementation and maintenance of the system.

Ultimate responsibility for the Environmental Management System lies with the Directors, but care of the environment is the responsibility of everyone in the company.

It is the responsibility of Directors to provide adequate and appropriate resources to implement this policy.

This policy has been defined by the Directors and has been communicated, understood and implemented throughout the company as described in the documented procedure. Both the policy, along with listings of our current significant environmental effects and their statuses, are available to interested parties and the public on request.

In particular, Soiltechnics will:-

- Wherever practical, seek ways to reduce energy consumption, air emissions and discharges to water.
- Seek to reduce the generation and sources of waste and ensure that any remaining waste is transported and disposed of in accordance with current good management practice.
- Use products that are safe to use, make efficient use of resources and which can be reused, recycled or disposed of safely.
- Continuously review and improve procedures to minimise the potential risks to the environment in the event of any abnormal situations.
- Work with contractors to minimise the impact of their operations on the environment through a quality purchasing policy.
- Maintain good communications with the community's local to the site and co-operate with legislators, regulators and other organisations with an interest in the site's environmental performance.
- Co-operate with responsible parties to develop environmental criteria for incorporation in specifications for products, materials and services purchased for use on site.
- Assign management responsible for the environment in all areas of the site and ensure that all employees are aware of their individual responsibilities for acting in accordance with this policy while providing effective information and training to encourage individuals to contribute effectively.
- adopt best practice and assist, where possible, in developing innovative solutions to the environmental issues and problems facing its sector;
- conduct its activities in full knowledge of, and compliance with, the requirements of applicable environmental legislation and Approved Codes of Practice;
- assess the environmental impact of all past, current and likely future operations, and fully integrate environmental considerations and objectives into its business decisions;
- prevent pollution and minimise emissions;
- reduce the production of waste and develop effective waste management and recycling procedures, as well as disposing of unavoidable waste in such a way as to minimise its environmental impact;
- develop and implement integrated logistics policies, and encourage the use of environmentally friendly means of transport by employees;
- establish environmental objectives and targets, and measure performance against these targets;
- raise awareness amongst members of the team through appropriate education and training, encouraging them to become more environmentally responsible;
- encourage awareness of, and commitment to, improved environmental performance amongst suppliers and customers;
- work within the local community and with others, to take into account their environmental concerns and develop and pursue environmental initiatives;
- communicate this policy to members of the team, and consult with them to ensure that they take an active role in its implementation and review; and
- monitor and review its environmental performance and publish and communicate this performance to employees and other concerned parties.

### **Waste minimisation and recycling**

- We will endeavour to reduce, re-use and recycle waste.
- Recycle waste where possible– paper shredded is recycled.
- Return toner cartridges to suppliers for re-use and support charity toner appeals where appropriate
- Reduce printing and paper waste.
- Re-use printed paper for internal work.
- Minimise paper use by storing information digitally rather than paper files.
- 100% recycled paper should be used for printing and stationary products where possible.
- The company has a "Minimal replacement strategy", whereby it extends the life of all computers, using old machines for the test bay, servers, or stripping them for spares.

Each employee is responsible for their adherence to the principles of this policy. The contents of this policy and the way in which it is being implemented will be reviewed regularly.