

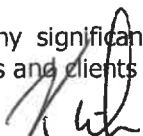
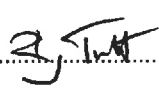


Environmental Policy

Our objective is to create a climate of excellence not only in our products and/or services, but also for our employees, persons affected by our activities and the environment. In order to achieve this, the following policy has been established.

We will manage our activities to minimise wherever practicable their effect on the environment. In this we are committed at all levels and within all functions of the organisation to continual improvement. We recognise that this will only be achieved through regular monitoring of our environmental performance against objectives regulated by a committed management system. The objectives will be reviewed annually.

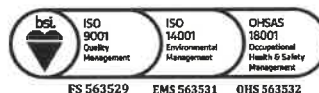
Our Environmental Policy commits the organisation at all levels to ensure that we: -

1. Comply with all applicable laws and regulations and other requirements that apply. We are committed to continual improvement of our Environmental Management System and the prevention of pollution
2. Identify any risk of pollution arising from any of our activities, products and/or services, which shall then be either eliminated or effectively controlled to meet all regulatory requirements relating to the environment.
3. Reduce waste to the lowest practicable level ensuring responsible disposal of waste created and received.
4. Advocate employee involvement in environmental matters, providing suitable training and support to all employees with regard to this policy.
5. Minimise any adverse environmental effects caused as a result of our activities, including prevention of pollution
6. Ensure that any persons working on our behalf are made aware of and agree to comply with this policy.
7. Seek to ensure that products and/or services supplied or provided by third parties can be used, handled, stored and disposed of in a manner which safeguards the environment and the Health & Safety of all.
8. Undertake a review of this policy in the light of any new knowledge, changing legislation or public concerns.
9. Ensure any significant aspects from the Aspects Register are communicated to all employees and to customers and clients if necessary.

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|---|-------------------------------------|---------------|-------------------------------|
| Signed.....  | Kevin Wilson (U.K. Director) | Date: | 9 th November 2020 |
| | | Renewal Date: | 8 th November 2021 |
| Signed.....  | Rob Tutt (Operations Manager) | Date: | 9 th November 2020 |
| | | Renewal Date: | 8 th November 2021 |
| Signed.....  | Chris Cowley (Commercial Manager) | Date: | 9 th November 2020 |
| | | Renewal Date: | 8 th November 2021 |
| Signed.....  | Julie Atkinson (Company Accountant) | Date: | 9 th November 2020 |
| | | Renewal Date: | 8 th November 2021 |



Company Reg: 05893658



VAT No: 491383037