

ENVIRONMENTAL POLICY STATEMENT

Management, Staff and contractors all share a concern and responsibility for the environment. The organisation encourages all to help by doing their bit towards better sustainability and a greener environment.

Responsibilities and Duties

Directors

- Have overall responsibility for ensuring compliance with environmental legislation and for implementing and ensuring compliance with this Policy.
- Recognise and accept their responsibilities for promoting sustainable development and minimising environmental impacts.
- They will approve the Environmental and Sustainability Policy and ensure that it is reviewed annually.

Managers/Supervisors

Are responsible for assisting the principal in the implementation and monitoring of this policy.

Staff

Have a responsibility and duty to support the implementation and monitoring of this policy.

Employees, Contractors, and Visitors

Have a responsibility to comply with this policy.

Strategy

The Company has developed initiatives designed to manage our impact on the environment across five key areas. These are: -

- The use of environmentally friendly materials, the prudent use of water and the prevention of pollution
- The use of resource-efficient machinery and equipment • The efficient use of Company vehicles.
- The implementation of recycling activity at our own and clients' premises.
- The implementation of best practice energy reduction activities at our own and client premises.

The Company aims to exercise not only compliance with legal and other requirements but undertakes a positive action programme by setting annual objectives and targets and, wherever appropriate, adopts an open book policy on the disclosure of its environmental performance

and also actively encourages both customers and suppliers to be aware of their impact on the environment and works in partnership with them to reduce that impact.

We employ a Quality and Environmental Representatives to manage our activities in the above areas. Progress towards meeting our objectives is reviewed on a periodic basis and updated

To ensure that activities are being implemented successfully, all employees are made aware of the Company's Environmental Policy during induction and are expected to support the Company's continuous improvement approach in this area. The policy is also available for inspection on request

- Ensure adequate recycling bins around site

Waste Management: Shred confidential waste for recycling

- Offer redundant equipment and furniture to local charities

Travel:

- Promote greener travel through public transport with subsidised travel schemes
- Encourage the use of public transport, walking, cycling and vehicle sharing, where appropriate.

Procurement:

- Use sustainable products where possible
- Encourage sustainable procurement
- Use local suppliers and producers when possible
- Purchase efficient and environmentally sound new appliances

Communication and Administration:

- Use emails instead of letters
- Use IT for file storage and archiving
- Shred and recycle old paper files and reports
- Maintain a focus on the environment

Training and education

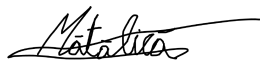
Mario Clad Ltd will:

- conduct a full training needs analysis relating to the understanding and management of diversity;
- consult key stakeholders and players at Mario Clad Ltd in all learning requirements;
- evaluate suppliers' training and secure budget for training design and delivery;
- integrate diversity into mainstream training and development programmes;

- establish education programmes for all staff (including programmes that move from awareness to behavioural change); and
- integrate diversity competencies into development programmes and assessment and selection processes.

Review and Update:

- On an annual basis

A handwritten signature in black ink, appearing to read "M. Talia", with a long horizontal stroke extending to the right.

Signed:

Date: 24.10.2024

Position: Company Director