

## Environmental Policy Statement

It is the policy of Malcolm Hollis to maintain an Integrated (quality, environmental and health & safety) Management System (IMS) that is designed to meet the requirements of legislation and of the ISO 9001, ISO 14001 and OHSAS 18001 Standards and is in pursuit of our core values and primary quality, environmental and health & safety management objectives.

We are committed, through our Environmental Policy to protect the environment and prevent pollution and to:

- Monitor, measure and benchmark our environmental performance and set reduction targets with a view to improving the performance of our office space and our wider business operations.
- Minimise waste production and promote recycling of waste material, where possible.
- Reduce adverse environmental impacts resulting from transport/travel activity related to our business operations.
- Use products in our business operations which minimise adverse environmental impacts and where possible require similar environmental standards from our own suppliers and contractors.
- Ensure that environmental issues are considered in planning our business and managing our operations.
- Comply with the requirements of environmental legislation and other requirements to which the company subscribes in relation to the Company's environmental aspects.
- Comply with all environmental management system requirements and continually improve the effectiveness of the Malcolm Hollis IMS.
- Provide the necessary training and support to our staff to ensure that they are able to fulfil these commitments.

The Malcolm Hollis intranet Hollisphere provides an overview of our integrated management system (quality, environmental and health & safety) and associated procedures.

The requirements of the Malcolm Hollis IMS are mandatory and all company personnel have a responsibility and obligation to its integrity.

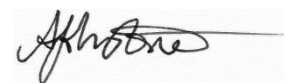
Malcolm Hollis continually improves the Company's activities by establishing and reviewing objectives, which are set in support of the Company's business, quality, environmental, and health & safety policies. Performance in relation to these objectives is reviewed during management reviews of the IMS.

This Policy is available to the public upon request and is communicated to all persons working for or on behalf of Malcolm Hollis as part of induction training. This policy is available to all employees via the IMS.

This Policy is reviewed to ensure its ongoing suitability, as or when there are key changes (e.g. in customer, legislative, operational requirements etc.) and annually as a minimum.

**Print Name:** Anne Johnstone

**Signature:**



**Position:** Head of Environment, Energy & Sustainability **Date:** 29 January 2019