

Environmental Policy

Haden Young design and install building services that provide long term benefits for building owners and users as well as the wider community.

This Policy sets out the Company's commitment to operating in an environmentally sensitive manner. We have separate company policies for corporate responsibility, sustainable development and health, safety & welfare.

We will ensure that all employees, agency workers and sub-contractors are informed about the policy and the arrangements for carrying it out. We will consult with them on its implementation and their own individual responsibilities.

We actively manage our significant impacts and drive continual improvement in areas where we can make a difference, e.g. by regular review of our management systems and by the reduction of waste and energy usage.

We will achieve this by:-

- Complying with all relevant legal and other requirements.
- Maintaining an organization that ensures competent persons develop and implement the Company's environmental management system;
- Operating to procedures that align with and are certified to ISO 14001, to ensure continual improvement;
- Using our Value Engineering process to promote environmental improvements in the design, building and construction of our projects.
- In fixed premises we will measure and monitor waste and energy usage.
- On project sites we shall, as far as practicable, measure and monitor waste and energy usage
- Preventing pollution of the environment, as a result of our own activities and do all that is reasonably practicable to prevent pollution as a result of the activities of others we work with
- Setting environmental objectives, targets and key performance indicators for the Company that are subject to regular review.
- Conducting regular internal and external audits of our compliance with policy and procedures

The Managing Director is responsible for this policy, which is consistent with the Group's overall requirements and objectives, and establishing and implementing effective arrangements to ensure these requirements are delivered.

It is the responsibility of every manager and employee in the business to:

- Perform his or her job with due consideration of the need for prevention of pollution;
- Stop if he or she believes what they are doing could cause adverse environmental impacts;
- Comply with all environmental regulations;

Regional Directors will monitor and review action plans and compliance with legal and other requirements at their quarterly HS&E committee meetings. They in turn will report progress to the Managing Director at quarterly Directors HS&E Meetings.

This Policy will be reviewed regularly by the Managing Director and the Director Responsible for Health and Safety. This HS&E Policy is consistent with corporate and group policies. It is published on our Internet site in order to be freely and readily available to any interested party.