

36. Environmental Policy Statement

The Company recognizes the need to operate the business in a manner that reflects good environmental management. The company is aware of the environmental impacts of its operations and will balance its business aims with the need to protect both the local community and global environment.

The Company is committed to providing reasonable resources to fulfil the aims of its Environmental Policy.

The aim of our Environmental Policy is to achieve the following:

- Products which have been designed to minimise their environmental impact during the manufacture and disposal stages.
- To establish a framework for environmental objectives and targets within the Business Operating System.
- To Comply with all relevant environmental legislation, and where practicable, exceed normal compliance standards.
- The provision of necessary training and support to all employees, thereby ensuring that they are able to fulfil the commitments of this Policy Statement.
- Initiation of a policy for waste reduction & reclamation.
- Initiation of a policy of continued environmental improvement, using practices that recognize the moral, social and the health and safety implications of our activities.
- That during the setting of our business objectives, environmental objectives form an integral part of the decision making process.
- That effective systems of communication are implemented and maintained.
- Effective consultative arrangements on environmental matters: this will include all stakeholders, for example: employees, local community representatives and enforcing authorities.
- That reasonable financial and physical resources are made available to achieve our environmental goals and objectives.
- The availability of expert advice, from outside agencies, to enable this policy to be fully implemented.
- To ensure that risk assessments are conducted, and control measures implemented, for all workplace environmental hazards.
- That employees are encouraged, and given the means, to make a positive contribution to the implementation of this Environmental Policy.

The Company will achieve the aims of this Policy through our Business Operating System. This system details the environmental activities carried out within the organisation and also communicates our Environmental Policy to Company personnel, suppliers, contractors and other interested parties.

The Management Team is responsible for enabling and monitoring all Business Policies and performance targets within the Company. The Business Operating Manual, the Business Policies and the objectives and targets are all reviewed on a regular basis.

Signed: P. Webb

Dated: 16.4.09