

Group environmental policy

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General Philosophy

- The company recognises that it can only achieve its business objectives if the operational performance of its activities reflects the environmental priorities of the society it serves.
- Successful environmental management requires considerable joint effort on the part of every member of staff and management. Specific executives have responsibilities for directing resources in particular areas including compliance with legal standard and ensuring continuous improvement.

Corporate Environmental Aims

- **Purchasing:** To minimise external packaging from suppliers whilst ensuring product safety.
- **Noise:** To minimise noise exposure levels within legal guidelines in the working environment.
- **Water:** To support projects aimed at reducing water consumption.
- **Waste:** Progressively reduce the generation of waste by operations, promoting recycling or reuse of materials within legal guidelines, ensuring disposal for unusable waste is safe creating no long term environmental impact.
- **Energy:** Support the use of energy efficient technology.
- **Transport:** To maintain vehicles in a serviceable condition ensuring fume emissions meet legal guidelines.
- **Management:** Develop management processes and operational procedures to minimise pollution and waste of resources.
- **Contractors:** Assist contractors, suppliers and customers to develop a similar concerned approach to protection of the environment.
- **Accidents:** Minimise the risks of environmental accidents and ensure emergency procedures are in place to respond to any incident.

Group Organisation

- The Chief Executive is ultimately responsible for maintaining an effective environment policy within the Group.
- As a matter of strategic importance environmental issues will be reviewed regularly by both Main Board and other Senior Executives at the Group Management Council.
- The Managing Director in each division is responsible for ensuring policies are effective within their area of control and reflect the prevailing legislation.
- The Company Secretary is responsible for responding to all legal notices served on the Group in the UK and for liaising on all insurance matters throughout the Group.
- Each operating division will have a senior manager responsible for environmental matters. He/she shall ensure significant Environmental issues are reviewed and reported to the appropriate Managing Director and Company Secretary immediately, thereafter to the Group with details of appropriate corrective action taken or to be taken. These senior managers will join a Group Health Safety & Environmental forum which will meet quarterly and develop and coordinate appropriate policies.
- Unit/departmental managers are responsible for implementing and monitoring procedures in line with

agreed policy.

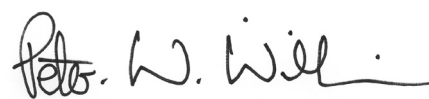
- All employees are responsible for complying with the environmental requirements of their jobs and the need to follow procedures and instructions.

Unit Arrangements

- An appointed manager at each operating unit or office will have specific responsibilities for dealing with environmental issues.
- Each employee council will be presented with a report on any significant environmental issue by the appointed manager.
- Environmental audits will be carried out routinely as appropriate to identify environmental and compliance issues within each part of the business.
- Personal Protective Equipment will be provided, where required, in accordance with current legislation.
- Environmental information will be provided in a comprehensible form.
- Authorised Local Authority and Government Officers will be welcomed and supported in their duties of inspection, advice and enforcement.

Personal Responsibilities of Employees

- Employees must:
- Be aware of the identity of their environmental manager;
 - Comply with safety instructions and use correctly personal protective equipment when issued;
 - Take particular care when undertaking a new task;
 - Report any environmental accidents, no matter how trivial;
 - Regularly update themselves of new instructions that will be posted on the staff notice boards.



Alpha Group Plc

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