

Wade Group 2011 Limited is committed to minimising the environmental impact of our operations.

In pursuing this commitment, we will:

- 1. comply with all relevant legislation and regulations;
- 2. regularly review the environmental impact of our activities, endeavour to reduce our overall environmental impact and prevent waste using best practice techniques;
- 3. involve employees in our environmental programme and provide necessary training to enable them to discharge their responsibilities;
- 4. sustain a programme of continual improvement in environmental performance incorporating suitable measurement and monitoring mechanisms;
- 5. work with key suppliers to encourage them to develop environmental best practice;
- 6. improve resource efficiency (including our use of water, energy and raw materials);
- 7. protect the environment;
- 8. prevent pollution; and
- 9. comply with ISO 14001:2015 and any legal obligations.

The company will foster environmental awareness and understanding in all employees, suppliers, customers, and subcontractors. Where practicable, the company will provide information and assistance to customers on environmental issues arising from its products and services. Improvement will be continuous, and the company will report internally and externally on its progress against its goals and objectives. This signed statement of Policy confirms our commitment.

Review Protocol:

Policy Owner: Wade Group Management Team

Approved By: Managing Director

Policy Reviewed By: Management Team

Date Reviewed: 14 June 2023

Next Review Date: 13 June 2024

			
Alyssa Wade Managing Director	Allan McKenzie HTD Operations Manager	Carl Fitzwater COM Operations Manager	Richard Steel Quality, CI & Supply Chain
			
Neil Robinson EVD Operations Manager	Sim Aujla Quality & CI Lead	Fal Shah Finance Manager	Louis Sylvester General Manager

Dated: 14 June 2023

Next revision date: 13 June 2024