

Wade Group and its Management Team are dedicated to reducing the environmental impact of our operations. This policy applies to everyone working at Wade Group. Each of us, both individually and collectively, plays a crucial role in fulfilling this commitment.

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:	16 June 2024
Next Review Date:	16 June 2026

			
Alyssa Wade Managing Director	Allan McKenzie HTD Operations Manager	Carl Fitzwater CVD Operations Manager	Neil Robinson EVD Operations Manager
			
Louis Sylvester General Manager	Fal Shah Finance Manager	Sim Aujla Quality & CI Lead	