

ISS Labour Ltd is committed to achieving harmony between the environment and our corporate activities. We will accomplish this by promoting sound environmental management principles throughout the organisation and by providing the resources and expertise to make this a practical reality.

Through the implementation of our environmental management system, which meets the requirements of ISO 14001, we will maintain the highest practicable environmental standards.

The implementation of this policy is fully supported by the senior management team who will use environmentally considerate methods and materials to fulfil our contractual obligations. We will take into account our corporate social responsibility and ensure that we always act in an ethical manner to promote sound and environmentally friendly work practices.

We will incorporate and consider the assessment of environmental impact in all our work planning and take appropriate action to keep any adverse impacts to a minimum.

We will promote companywide environmental awareness and ensure that we:

- ✓ Comply with applicable environmental legislation / duty of care obligations and maximise the possibility for the segregation of waste that can be re-cycled from that which can't
- ✓ Commit to protecting the environment, with specific identification of those activities which have a significant impact on the environment
 - ✓ Place a key emphasis on environmental performance with regard to our supply chain
 - ✓ Commit to conserving biodiversity
 - ✓ Work collaboratively with our customers and supply chain to reduce our environmental impact
- ✓ Maximise the efficiency of consumed energy and prevent pollution; through the adoption of an efficient transport policy for personnel and the controlled use of electrical supplies and consumables at our premises
- ✓ Prevent the environmental impact of any physical assets (including plant and machinery) under our control, by ensuring they are properly maintained, stored, transported and utilised
 - ✓ Set and regularly monitor, relevant and challenging environmental objectives to ensure continual improvement of our environmental performance

Furthermore, we shall also:

- ✓ Encourage and promote best practice and continuous improvement in environmental performance
 - ✓ Provide appropriate environmental training where necessary
- ✓ Provide information and assistance to ensure that materials are used, stored and disposed of in a safe and environmentally responsible manner
 - ✓ Comply with the requirements of our customer's environmental policies

This policy and its supporting objectives and targets will be communicated to all workers, customers, suppliers and contractors and also to the general public where appropriate.

This policy will be reviewed at least annually for effectiveness.



Gary Beeston
Group Managing Director