

ENVIRONMENTAL POLICY

The Company believes that businesses are responsible for achieving good environmental practice and operating in a sustainable manner.

The Company recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, be a responsible neighbour and to provide a comfortable environment for its employees to work in.

As such, the company is committed to:

- Continual improvement in the environmental impact of its business activities
- Improving the environmental benefits provided by its ever improving energy efficient and low emission products
- Preventing pollution
- Complying with all relevant legal, customer, and other third party requirements
- Adopting best practices applicable to its activities wherever it is practical to do so

The Company will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System that is independently certified as compliant with ISO 14001:2004
- Employing processes that identify the aspects of the Company's business that have an environmental impact and quantifying the significance of each aspect
- Setting objectives for reducing its environmental impact and maintaining an environmental performance improvement programme to enable them to be achieved
- Ensuring that its employees, suppliers and customers are aware of any support required by them to support the Company's commitments and environmental objectives
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives
- Promote innovative products that are increasingly effective, energy efficient and safe
- Continually monitoring the environmental impact of its business activities

The implementation of this Environmental Policy is fundamental to the success of the Company's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Date: 18/11/2013