

Thom Thom Group recognises that our day-to-day operations and other responsibilities impact on the environment in a number of ways. We are committed to achieving continuous improvement in environmental performance and to preventing pollution.

Improving our environmental performance in all our operations is a major priority.

### Policy

- Integrate environmental management into each aspect of our day-to-day business operations to ensure environmental issues are addressed.
- Ensure compliance with all relevant legislation, voluntary or corporate adopted policies (including this policy statement). Where no regulations exist we shall set our own standards.
- Minimise the environmental impacts of current activities, products and services and reduce, wherever practicable, the level of harmful emissions.
- Seek to reduce our use of natural resources such as energy, water and raw materials, and maximise the efficient use of such resources, re-use rather than dispose whenever possible, promote recycling and the use of recycled materials.
- Where possible, design energy efficiency into new and existing services, products and manage energy wisely in all operations, in order to prevent unnecessary environmental impacts in the future.
- Ensure that all employees are trained and have an understanding of their responsibilities in relation to the Environmental Policy.
- Ensure that suppliers and contractors minimise the impact of their operations on the environment and actively support our environmental programmes through an environmentally sensitive purchasing policy.
- Openly communicate progress on environmental issues to internal and external parties and respond appropriately to reasonable requests for information, which may relate to the environmental performance of our business.
- Monitor progress on a regular basis to identify strengths and areas for improvement and to highlight actions required to prevent potential deficiencies.

We intend to reduce our environmental impacts through improvements in:

- Energy use
- Waste reduction, including the disposal of goods
- Recycling initiatives, including office paper schemes
- Business and commuter travel
- Purchasing and contract management
- Staff training and communication on environmental issues
- Establishing a system, or systems, which meets the standards of ISO14001

### People

- Staff training
- External communication
- Internal communication

### Transport

- Employees travelling to work by car/van
- Fuel consumption of company vehicles
- Emissions of company vehicles

### Change

- Implementation of change