

Document Name	Environmental Policy
Document Reference	OMG – POL - 003
Document Issue Number	4
Document Review Date	January 2023

THE SCOPE OF ACTIVITIES CARRIED OUT BY THE COMPANY IS:

“Recruitment Services for the Provision of Specialist Personnel to the Engineering, Rail, Aerospace, Commercial, Construction and Industrial sectors”.

It is the company’s objective to ensure that, wherever possible, its business activities do not have an adverse effect on the environment.

To ensure that this objective is achieved, the company has formulated and implemented an HSQE Management System. The management system contains the policies and procedures for the identification and control of environmental effects, and adherence to them is mandatory.

THE KEY POLICY ISSUES DETAILED WITHIN THE DOCUMENTED SYSTEM ARE:

- Meeting and, where possible, exceeding the requirements of all applicable legislation and regulations;
- Incorporation of environmental factors into business decisions;
- Continual assessment of the environmental impact of our business activities;
- The conservation of energy and other natural resources;
- The minimisation and proper disposal of waste;
- The provision of appropriate environmental training for our staff;
- Work with clients and suppliers to improve their environmental performance;
- The setting of key objectives and targets for continual improvement.

The Environmental Policy, Management System and associated objectives are considered key elements of our operation and will be under constant review through the continual improvement and suitability process, with all changes being made known to employees.

This Policy Statement is to be made available to all interested parties.

A handwritten signature in black ink, appearing to read "Abdul Mukith".

Abdul Mukith – Managing Director