

## Environmental Policy

Skill Step Group Ltd are totally 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 we will maintain the highest practicable environmental standards.

We shall comply with all environmental legislation and other requirements as relevant to our business activities.

We will set and monitor our environmental objectives and targets to ensure continual improvement of our environmental performance.

The implementation of this policy is fully supported by senior management 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 the assessment of environmental impact in all our work planning and take appropriate action to keep any adverse impacts to a minimum.

Skill Step Group Ltd are committed to;

- Preventing pollution
- Protecting the environment

- Minimising the environmental impact, for the life cycle; (including disposal), of plant, equipment, and other physical assets under the control of our organisation
- Setting and monitoring environmental objectives
- Continual improvement in environmental performance

We will promote companywide environmental awareness and ensure that we:

- Comply with applicable 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
- Commit to conserving biodiversity
- 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
- Subject environmental performance to continual improvement

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
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- Comply with the requirements of our customer's environmental policies

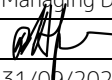
This policy and its supporting objectives and targets will be communicated to all workers, customers, suppliers and contractors and also to the general public where appropriate.

This policy will be reviewed at least annually by the Managing Director for effectiveness.

Revision Status

Revision	Date	Amendment	Content Owner	Mandated By
1.0	31/09/20	Issued for use	K Hodgson	K Hodgson
2.0	23/08/21	Annual Review- minor changes to reflect structure changes	H Kirkham	K Hodgson
3.0	23/08/22	Annual Review- minor changes to reflect structure changes	H Kirkham	K Hodgson
4.0	24/07/23	Annual Review- SSG commitments added	K Hodgson	K Hodgson
5.0	12/07/24	Annual Review- new logo added. Content owner and mandated by updated.	P Hodgson	P Hodgson

Approval

Approved by:	Paul Hodgson
Job title:	Managing Director
Signature:	
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