

## ENVIRONMENTAL POLICY

### 1. The Company's Environmental Policy has been designed by senior management after consultation with the Board of Directors.

It is the policy of W H Kirkwood Ltd that its operations are executed at all times in such a way as to ensure, as far as practicable, the health, safety and welfare of the environment, its employees and all person to be affected by its operations, including the public where appropriate.

Concern for the environment ranks equally with other management responsibilities.

The Policy is the direct concern of the Company's Senior Management.

### The Aims of the Policy

Compliance with Regulatory Environmental Policy, the HSW Act and all other relevant Acts and Regulations.

To ensure estimates take account of environmental issues and all relevant Codes of Practice.

To ensure all levels of personnel receive adequate and appropriate training in environmental issues.

To ensure substances which are hazardous to both health and the environment are handled safely.

## 2. Organisation

### Managing Director

The Managing Director is accountable for the formulation and implementation of the environmental policies within W H Kirkwood Ltd.

### Manager

The Manager is responsible for the implementation of environmental policy and the monitoring environmental performance within his division.

The management of environmental issues is a line responsibility and managers, supervisors are accountable at their respective levels for ensuring that all statutory requirements and the Company's Environmental Policy and procedures are observed by its employees.

He will ensure that the Policy is effectively implemented by the personnel under his control, and will arrange for the carrying out of appropriate assessments as required.

When preparing budgets, the Manager will ensure that adequate provision is made for any resources necessary to implement the policy.

He will ensure that arrangements exist for passing the following information to employees:

- The method of disposal of all arisings in order to fully comply with statutory regulations.
- The method of disposal of all spent containers in order to fully comply with statutory regulations.
- Any risks to the environment and any preventative or protective measures identified.

### **Supervisors**

Each Supervisor will ensure that the employees under his/her control, particularly apprentices and new employees, are kept informed about the following matters:

- The method of disposal of all arisings in order to fully comply with statutory regulations
- The method of disposal of all spent containers in order to fully comply with statutory regulations
- Any risk to the environment and any preventative or protective measures identified

Ensure that all registers, records and reports are properly kept.

Determine the responsibilities of sub-contractors and others employed by the Company in regard to the provisions of the legislation in force and issue appropriate instructions.

Supervisors, Foremen and Chargehands

They must understand and act of the Company's Environmental Policy generally and in particular must;

Ensure that the operations under their control are conducted in accordance with relevant Legislation, Codes of Practice and Company Procedures Risk Assessments in all routine jobs.

### **Instructions**

Ensure that the employees under their control, particularly apprentices and new employees, are kept informed about:

- The method of disposal of all arisings in order to fully comply with statutory regulations
- The method of disposal of all spent containers in order to fully comply with statutory regulations
- Any risks to the environment and any preventative or protective measures identified
- Discipline employees who repeatedly fail to consider the well being of the environment, themselves and others around them
- Ensure that wherever possible, all plant, machinery and power tools are provided with noise reduction accessories and that effective arrangements are made for their maintenance.

### 3. Arrangements

In order to meet their aims of this Policy, the Company will:

- Plan, conduct and monitor its operations using the best practicable means to protect the environment from impairment.
- Assess techniques available to eliminate, minimise or render harmless releases of such substances so as to establish “Best Available Techniques” (BAT)
- The concept of Best Practicable Environment Option (BPEO) and duty of care will be implemented to establish high standards of operation in all the Company’s activities, for which adherence will be mandatory. These will comply with or exceed Regulatory Controls or Codes of Practice where they are available.
- W H Kirkwood Ltd will continue to develop and improve its operational standards as a result of both its own efforts and those of its preferred suppliers utilising all available world-wide technological developments.
- Assess in advance the environmental impact of any significant new development providing the maximum practicable environmental protection
- Respect and encourage wildlife by the creation, restoration and maintenance of habitats
- Make all employees aware of the Company’s Environmental Policy whilst providing suitable training to improve environmental awareness and allocate clear responsibilities.
- Take the interest of the local community into account with due regard for public perception and have regular process of communication with the community where appropriate.
- Make available to employees, customers, the public and statutory authorities all relevant information about the Company’s activities which may affect health, safety and the environment.
- Operate and update on a regular basis systems and procedures for both operations and their monitoring to ensure adherence to the policy.
- Identify substances which may cause harm to the environment and eliminate their usage wherever practicable.
- Assess the possible impact of the process on the environment to establish “best practicable environmental option” (BPEO)
- Provide supplementary information in the form of written procedures and other instructions, as necessary.

This statement was approved by the Managing Director of W H Kirkwood Ltd and will updated annually.

Signed \_\_\_\_\_

Date \_\_\_\_\_