



## ENVIRONMENTAL POLICY

Inside Out Group (Europe) Limited is dedicated to operating an Environmental Management System in accordance with the principles of BS EN ISO 14001:2004; in order to demonstrate its commitment to the maintenance and preservation of the environment to both customers, employees and contractors.

We all have a responsibility to protect the environment from the effects of our activities. Inside Out Group (Europe) Limited takes its responsibilities seriously in this respect and is committed to reducing the impact of its activities on the environment.

To this end Inside Out Group (Europe) Limited recognises that there are many steps that it can take to continuously improve its environmental performance and thereby reduce or prevent damage to the environment. These steps can also add value to our business and make a positive contribution to the success of the company. In other words, we do not believe that good environmental management and the financial well being of the company are incompatible. The policy is communicated to all employees at induction or when any significant changes are made.

It is also fully supported by the management team who will work to ensure that in order to meet this commitment Inside Out Group (Europe) Limited will pursue the following objectives:

- To ensure compliance with all applicable environmental legislation.
  - To reduce consumption of natural resources.
  - To reduce emissions and prevent pollution.
  - To minimise noise and other nuisances.
  - To assist in the management of ecology.
  - To protect the environment from the effects of our work activities.
  - To minimise the life cycle impact of our operations and physical assets.
  - To wherever possible reuse or recycle waste produced and to dispose of any remaining waste in the most environmental efficient way possible.
  - To set environmental objectives and targets and to continuously assess and improve our environmental performance.
- This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

The necessary personnel and financial resources will be allocated to assist the Company in meeting its environmental objectives and targets. In addition, Inside Out Group (Europe) Limited will continue to raise the levels of environmental awareness throughout its workforce and to promote this awareness to its customers and suppliers.

Signed:

A handwritten signature in black ink, appearing to read "Jay Dale", is written over a faint, circular stamp or watermark.

Jay Dale  
Operations Director  
Inside Out Group (Europe) Limited

Date: 1<sup>st</sup> July 2020