

# ENVIRONMENTAL POLICY

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## Policy Statement

The Crystal Group recognises that its activities impact upon the environment, and acknowledges its responsibility for, and a commitment to, protection of the environment at all levels.

By implementing and managing this policy, we aim to contribute to the effective improvement of the environmental performance in both our clients and our own premises.

## Responsibilities

- The Managing Director has overall responsibility for delivery of the company's environmental commitment, which includes;
  - Setting achievable and realistic goals to maintain the required standard of environmental performance, taking compliance with legislation as the minimum standard;
  - Providing resources and funds to ensure that plant and machinery and the necessary training of employees can be met so as to limit any environmental impact.
  - Ensuring managers and staff throughout the Company are encouraged to take a close and active interest in environmental issues in their particular areas of activity.
- Area Co-Ordinators / Supervisors are responsible for ensuring that the Company's environmental commitment is upheld through their own work practices.

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## Implementation

The Company will;

- Promote environmental management policies and practices throughout all departments.
- Ensure that every manager and employee understands, is responsible and accountable for incorporating environmental quality considerations in daily business activities.
- Minimise waste and pollution, develop and operate environmentally sound waste management procedures.
- Promote a purchasing policy which will give preference, as far as practicable, to those products and services which cause the least harm to the environment.
- Avoid wherever practical the use of environmentally damaging substances, materials and processes.
- Work with other local, national and other agencies as appropriate to promote environmental policies.
- Meet and exceed all applicable government and customer regulations in any location and establish stringent standards of its own where regulations do not exist.
- Encourage the adoption of similar principles by its suppliers.

A handwritten signature in black ink, appearing to read "S. Baker", written over a horizontal line.

Mr Steve Baker

Chief Executive

Dated: 10<sup>th</sup> January 2017

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