

Environmental Policy

Freshwater UK plc acknowledges that the environment can potentially be impacted by any of its activities, products and services. This policy sets out how the organisation will manage, monitor, measure and otherwise be accountable for its ongoing environmental performance. In the implementation of this policy, Freshwater UK plc will adhere to the requirements of relevant local, national and international law pertaining to the environmental aspects and impacts of the organisation and ensure that this policy kept up to date in line with those requirements.

Freshwater UK plc is committed to preventing pollution wherever possible and will ensure that as well as optimising new products, services and processes to facilitate this prevention, existing systems and processes are reviewed in order to identify areas for pollution prevention. For each product, service, system or process, this will be achieved by:

- eliminating the use of polluting materials or technologies;
- reducing the use of polluting materials or technologies including minimising the impact of travel;
- recycling or reusing materials within Freshwater UK plc;
- transferring materials or waste outside of Freshwater UK plc for recycling or reuse; and,
- where no other option is available, controlled disposal or incineration.

Freshwater UK plc will integrate environmental management procedures, processes and planning with the general operations of the organisation to maximise the potential reduction of the organizations environmental impacts. Through the use of environmental performance evaluation procedures and key performance indicators, Freshwater UK plc will seek continual improvement in its environmental performance. This will be achieved through the proper implementation of its environmental management system. The design, development and management of the environmental management system, related procedures and indicators is the responsibility of senior management.

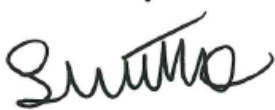
All employees receive training on the Environment policy at induction and there are regular updates on what employees should do to support the policy. There is a Health and Safety and Environmental Group that meets regularly within Freshwater to set, review and implement both health and safety and environmental plans.

Through the implementation of this policy, Freshwater UK plc will set a leading example of good environmental management for its industry. It is the responsibility of all employees to ensure that this policy is implemented throughout the organisation and any issues that need to be reviewed at senior level will be discussed at the monthly Executive Group meetings.

The Finance Director and HR Director ensure that this policy is properly maintained and up to date.

NAME: SARAH WHITTLE

SIGNED:



DATE: January 2019