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GROUP**

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## Environmental Policy Statement

Ham Baker believes that it has a moral obligation to protect the environment. We recognise that our commercial and operational activities have an impact on the environment, and we are committed to minimising any adverse impact.

Under our Environmental Management System (in accordance with ISO14001:2004) we will:

- Comply with all relevant environmental legislation, regulations, and any other requirements to which we subscribe, such as client's site specific rules.
- Define and review any actual and potential impacts that our activities may have on the environment.
- Prevent pollution, minimise waste and maximise the efficient use of resources.
- Identify and manage key risks and have plans in place so we can respond to all foreseeable environmental incidents and emergencies.
- Ensure our employees are able to contribute to the objectives and activities undertaken
- Communicate and promote our policy and objectives to all employees and stakeholders.
- Encourage a culture of responsibility for the environment through our activities
- Involve our employees and sub-contractors in our environmental programmes and make sure they have the necessary skills and information to carry out their roles effectively.
- Strive for continual improvement by setting objectives and targets, and reviewing our performance on a regular basis.
- Seek to review our policy, our objectives, and our activities at least annually.

The Group Compliance Director has the responsibility for formulating and implementing the policy, and monitoring its performance. The Board will ultimately ensure adequate facilities and resources are available.

**Mr. Andrew Williams**  
Managing Director

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