

THE IMC WORLDWIDE GROUP

ENVIRONMENT MANAGEMENT POLICY

The IMC Worldwide Group recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all environmental regulations, legislations and approved codes of practice relating to the management of its business.

It is our vision to be an environmentally conscious and sustainable organisation which can be trusted by its clients. We recognise that meeting statutory and regulatory requirements is only the minimum to be achieved. In pursuit of our vision, the head office of IMC Worldwide is committed to:

- 1 Maintaining and implementing an Environmental Management System that fully adopts the principles of international standard ISO 14001:2015.
- 2 Good awareness and compliance of EMS objectives within the company (UK) through delivery of regular internal training events.
- 3 Improving waste management by reducing waste to landfill
- 4 Reducing our use of electricity and consumption of water
- 5 Preventing pollution to water, land and air.
- 6 Increasing use of sustainable transport and minimising flights as much as possible.
- 7 Proactively promote more environmental and socially conscious procurement practices
- 8 Ensuring all equipment in our offices is in efficient and good working order.

This policy is communicated to all employees, suppliers and sub-contractors and is made available to the public. All personnel should understand their obligations under this policy statement and abide with the principals and contents of the Environment Management System (EMS) Manual.

The organisation constantly monitors and reviews its environmental performance and this Environmental Policy Statement in order to ensure its continuing suitability and will implement improvements wherever appropriate.

This policy will be reviewed on an annual basis by the Environmental Management System Leader.

A handwritten signature in blue ink, appearing to read "G. English".

Gavin English, Managing Director