



Environmental Policy Statement

Hardyman Group Ltd and its subsidiaries (The Group) recognise their responsibilities in respect of environmental requirements and place a high priority on environmental affairs when carrying out their activities.

The Company operates a policy of effecting continuous improvement by developing knowledge, therefore maintaining compliance with changes to environmental legislation.

The following specific objectives form the basis of the Company's policy which appropriate to the nature, scale and environmental impacts of its activities, products and services.

1. All the Company operations shall be carried out with due regard to current environmental legislation.
2. Hardyman Group Limited personnel shall receive instruction and training as is necessary to allow them to comply with current environmental legislation and contribute to the environmental objectives of the Company.
3. The Company shall operate a responsible Waste Management System, encouraging the principal of reduction, reuse and recycling. The Company shall limit the production of waste, ensuring its disposal via controlled waste facilities.
4. The Company will ensure vehicles and equipment are properly maintained, actively promoting a responsible attitude to saving energy both on site and in the office environment.

Hardyman Group Limited will communicate and implement the environmental policy throughout the organisation via staff induction and training.

We will carry out regular audits and management review of our environmental management as part of our commitment to continual improvement and to the prevention of pollution through reduced waste and changing our business practices.

A handwritten signature in black ink, appearing to read "Mike Turl".

Mike Turl
Managing Director
Hardyman Group
June 2014