

1.3.3 ENVIRONMENTAL POLICY

In recognition of the importance of contributing to a healthier environment through a reduction of waste and the promotion of environmental sustainability. Stratum Civil's commitment is to minimise or eliminate pollution and other damage to the environment caused by our services and work activities.

ACCOUNTABILITY

All members of the Company share the responsibility for promoting environmental sustainability through every day work practices.

EMPLOYER'S COMMITMENT

The Company's commitment to environmental sustainability is illustrated in the following management processes. At all times management will:

- Comply with environmental legislation, regulations, standards and codes of practice relating to the communities and on client sites in which we work;
- Develop and maintain a set of measurable environmental objectives that are monitored and reviewed through the management system review process to ensure effectiveness;
- Ensure the continual improvement of the effectiveness of the management system including annual reviews of policies and procedures;
- Consider the impact of processes and practices on the environment in the decision-making stages of planning and managing operations, activities and projects and where reasonably practicable make adjustments to planning and adopt process solutions which are demonstrative of the company's commitment to environment sustainability
- Promote and encourage environmental awareness and provide training on workplace practices in line with environmental responsibilities
- Provide resources which facilitate environmentally friendly practices in line with this policy
- Continue to encourage and be open to feedback and participation from employees in the management of environmental impact
- Collectively continue to monitor the environmental work practices and ensure employees are acting in accordance with their responsibilities
- Re- assess processes periodically to ensure they remain effective and up-to-date and adopt new environmental practices where reasonably practicable

GENERAL WORKPLACE PRACTICES

In order to reduce our carbon footprint, we ask our employees to observe the following:

- Observe and use re-cycling bins for recycled products
- Regularly review electrical equipment and service or replace parts which are energy efficient
- Recycle batteries and ink-cartridges in an environmentally safe manner
- Turn off un-used machinery and equipment and ensure light switches are turned off when exiting an un-occupied room



Tim Cowling
Managing Director
on behalf of Stratum Civil

Date: 01/01/2025