

Environmental Policy – Integrated Management System

Adaero's objective is to create a climate of excellence, not only in our products and services, but also for our employees, persons affected by our activities and the environment. In order to achieve this, the following policy has been established:

We will manage our activities to minimise, wherever practicable, their effect on the environment. In this we are committed at all levels and within all functions of the organisation to continual improvement. We recognise that this will only be achieved through regular monitoring of our environmental performance against objectives regulated by a committed Management System.

Our Environmental Policy commits the organisation at all levels to ensure that we:

1. Identify any risk of pollution arising from any of our activities, products and services, which shall then either be eliminated or effectively controlled and minimised to meet our environmental compliance obligations
2. Reduce to a minimum unnecessary use of materials, resources and energy
3. In liaison with our customers, suppliers, contractors and subcontractors, consider and reduce to a minimum the environmental effect of all future developments by ensuring that they can be handled, stored and disposed of in a manner which protects both our environment and our health and safety
4. Reduce waste to the lowest practicable level, ensuring responsible disposal of waste created and received
5. Advocate employee involvement in all environmental matters, providing suitable training and support to all employees with regard to this Environmental Policy
6. Ensure that any persons working on our behalf are made aware of, and agree to comply with, this Policy and that they understand that not conforming to it can cause implications when adhering to our compliance obligations as well as the detrimental impact/s upon our environment
7. Place ultimate responsibility for our IMS with our Managing Director, but ensure that our environment remains the responsibility of everyone within or who can have an effect on Adaero
8. Undertake a review of this Policy in the light of any changes to our context, new knowledge, changing legislation or public concerns and to ensure that it remains appropriate to the purpose, scale, nature and impact of our company's activities

This Policy has been defined by the Management Team of Adaero and has been communicated, understood and implemented throughout the organisation as per the documented procedure/s in our Integrated Management System.

Signed:  _____ Gary Rayment – Managing Director

On (date): 5th May 2022