

Environmental Statement

1. Our Commitment

We are committed to minimising the environmental impact of our operations and embedding responsible environmental practices throughout our business. As a specialist workforce solutions provider operating across infrastructure, energy and the public sector, we recognise our responsibility to manage our activities in a way that protects the environment, supports sustainable development and creates long-term value for our stakeholders. Our approach is underpinned by our ISO 14001 certified Environmental Management System, which provides a structured framework for continual improvement, compliance and environmental performance.

2. Environmental Management and Governance

Environmental responsibility is embedded within our governance framework and supported by clear leadership, accountability and oversight. Our Environmental Management System is designed to identify, assess and manage environmental risks and opportunities while ensuring compliance with applicable legislation and recognised best practice. Through regular management reviews, performance monitoring and internal audits, we continually assess the effectiveness of our environmental arrangements and identify opportunities for improvement.

3. Managing Environmental Impacts

We are committed to identifying and reducing the environmental impacts associated with our activities. This includes monitoring resource consumption, reducing waste, improving operational efficiency and seeking practical opportunities to minimise our environmental footprint. Environmental considerations are incorporated into business planning, operational decision-making and the development of objectives and targets, ensuring that sustainability remains a key consideration across the organisation.

4. Creating a Sustainable Workplace

Sustainability is reflected in the way we operate our offices and support our employees. We have embraced digital technologies and cloud-based systems to reduce reliance on paper and promote more efficient ways of working. Recycling facilities are available across our office locations and employees are encouraged to adopt environmentally responsible practices both in the workplace and beyond.

5. Compliance and Continuous Improvement

We are committed to meeting our legal obligations and maintaining high standards of environmental compliance. We actively monitor legislative developments, work with specialist advisers and regularly review our policies and procedures to ensure they remain effective and up to date. Through a continual improvement approach, we seek to strengthen environmental performance, improve efficiency and enhance the effectiveness of our management systems.

6. Engaging Our People and Stakeholders

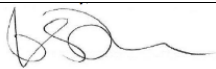
We believe that environmental responsibility is a shared commitment. Employees receive appropriate training, guidance and support to help them understand their environmental responsibilities and contribute positively to our objectives. We also engage with clients, suppliers, regulators and local communities to understand expectations, promote responsible practices and encourage collaboration on environmental matters.

7. Monitoring Performance

We establish environmental objectives and targets, monitor progress and regularly review performance against agreed measures. Environmental risks, opportunities and impacts are assessed on an ongoing basis to ensure our management systems remain effective and responsive to changing circumstances. Through structured reporting, auditing and management review processes, we maintain visibility of performance and support informed decision-making.

8. Looking Ahead

Environmental stewardship remains an important part of our commitment to responsible business. By investing in robust management systems, engaging our people and continually improving our environmental performance, we aim to minimise our impact, support sustainable growth and contribute positively to the industries and communities we serve. We remain committed to creating a more sustainable future through responsible action, innovation and continuous improvement.

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