



ENVIRONMENT & SUSTAINABILITY POLICY STATEMENT

The Directors of Groupbridge recognise the company's duty to comply with environmental legislation; with particular regard to The Environmental Protection Act 1990 and that activities carried out by the company could have an impact on the environment.

The requirements of BS EN ISO 14001:2004 are incorporated into the company management system to assist with fulfilling responsibility to minimise environmental impact, plus protect and provide a sustainable environment.

The objectives of the company to achieve its obligations are:

- To comply with current and future environmental legislation and other requirements applicable to the business.
- Commitment to prevention of pollution, reduction of waste based on the principle of Reduce, Re-use and Recycle, and carbon emissions.
- Providing guidance and training to all employees to ensure environmental impacts are understood and minimised in a safe working environment free from discrimination or intimidation.
- Ensuring that the environmental policy is communicated to all employees and others working on behalf of the Company and that it is publicly available to interested parties.
- To conduct our activities with consideration to ethical issues and with integrity, openness and honesty, including consideration of the social and environmental impacts we may have regarding decisions and services on the communities with which we interact, to mitigate any impacts to the benefit of all concerned.
- To work with Clients and supply chain partners including provision of adequate resources to implement waste reduction, conservation of natural resources and advise them regarding their environmental obligations to provide a sustainable environment for future generations.
- Commitment to continually monitor the company environmental objectives, targets and management processes to implement improvement wherever possible.

S Gibbons
(Managing Director)

Date: 30th November 2011

Review Date: November 2012

Signed copies of the master policy statement are available upon request