

HighSpeed Office Limited Environmental Policy

Purpose

The purpose of this policy is to demonstrate hSo's commitment to environmental management, continual improvement and satisfying applicable environmental requirements, including the needs and interests of its interested parties, such as potential and existing clients, partners and suppliers.

Applicability

This policy is applicable to all hSo employees (including Contractors/Associates). It is communicated out to all current employees and all new employees as part of the company induction process and is also made available to relevant interested parties upon request.

Policy

hSo are committed, through our Environmental Policy to:

- Providing assurance within the company and to our clients and partners that the environmental aspects and impacts of our operations will be established and controlled appropriately.
- Protecting the company's ongoing ability to meet contracted environmental commitments.
- Ensuring decisions and investments take into consideration the environment.
- Ensuring the protection of the environment, including prevention of pollution and other specific commitment(s) relevant to the context of our organisation;
- Satisfying applicable requirements in relation to the environment (e.g. contractual, regulatory and other requirements etc.).
- Identifying and managing environmental risks.
- Dealing effectively with environmental incidents and near misses.
- Ensuring continual improvement of our environmental management system (EMS) to enhance environmental performance.
- Maintaining awareness of all employees and contractors so they can identify and fulfil their contractual, legislative and company specific environmental management responsibilities.

This policy and our environmental management system, provides a framework for the environmental objectives which have been defined within the IMS Objectives Tracker by the Leadership Team. The setting of objectives considers applicable environmental requirements, and results from risk assessment and risk treatment. These objectives are compatible with the strategic direction of the Company and support the continual improvement of the environmental management system and measurement of its effectiveness.

Review

This Policy and the Environmental objectives are reviewed regularly by the Leadership Team and as part of the IMS Management Review Meetings, as a minimum.

Policy Adherence

All environmental policies and procedures can be found within the IMS on SharePoint. It is the responsibility of Employees and Contractors to read and comply with these and report any non-conformances in accordance with the Corrective and Preventive process.

Failure to comply with company security policies and procedures will result in disciplinary action and/or suspension or termination of contract where applicable.