

Environmental Policy

1. Purpose

This Environmental Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations.

This policy provides a framework for setting the Environmental Objectives for Kings Solutions Group Ltd ("Kings").

2. Scope

This policy applies to all Kings Employees, temporary and permanent, full and part time, vendors, visitors, contractors and sub-contractors.

This policy applies at all sites and locations where Kings employees work, including customer locations.

3. Policy

Kings are committed to continual improvement of the Environmental Management System.

Kings are fully compliant with the duties and obligations placed upon them by legislation, whilst at all times complying with, as a matter of best practice, the requirements and duties set out within Approved Guidance as issued by the Environment Agency and other organisations.

This policy will be made available to all interested parties.

The clear objective of Kings is to minimise any impact and fulfil the company's commitment to the protection of the environment by:

- Preventing pollution, reducing waste and ensuring, wherever practicable, that measures are implemented to protect and preserve natural habitats, flora and fauna
- Having an environmentally, sustainable aware culture, where responsibility is assigned and understood
- Considering the effects that our operations may have on the local community
- Conserving natural resources by reusing and recycling
- Minimise our use of paper and other office consumables
- Ensuring the responsible use of energy throughout the organisation
- Keeping Fuel consumption to a minimum through improved vehicle selection, trackers that optimise route planning, and driver awareness campaigns
- Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts
- Promoting environmental awareness amongst our suppliers, contractors and partners by implementation of operational procedures
- Taking steps to continually improve our environmental performance
- Ensuring effective and expedient incident control, investigation and reporting.
- Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trip

The Compliance & Risk Team have the responsibility for the implementation of this policy.

Department Heads and Supervisors shall ensure that environmental issues are given adequate consideration in the planning and day to day supervision of all work.

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All employees have a duty to adhere to the requirements of this Policy and the Environmental Management System.

All Kings Employees, temporary and permanent, full and part time, vendors, visitors, contractors and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own works, so far as is reasonably practicable, are carried out without risk to themselves, others or the environment. This includes co-operating with management on any environment related matter.

Kings will make this Policy available to all stakeholders, shareholders, staff and general public.

Kings will take all practical steps to ensure that potential hazards and risks to the environment are identified and that suitable and effective preventive and control measures are implemented. All employees will be provided with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy.

The Chief Executive Officer (CEO) has overall responsibility for all environmental matters.

The operation of this policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to the company's activities.

This policy has been endorsed by the CEO who gives his full support to its implementation.

The effectiveness of the Environmental Management System is reviewed by the performance against the company objectives. The framework for setting company objectives is outlined in the Compliance Policy, CPL02.

A handwritten signature in black ink, appearing to read 'Bob Forsyth', is positioned above the name and title.

Bob Forsyth
Chief Executive Officer