



Environmental Policy

It is the policy of Sackers Limited, endorsed by Senior Management and all its operational departments and subsidiaries that operations carried out by Sackers Limited are in accordance with the legal obligations of applicable legislation. All Sackers sites shall comply with Environmental Permit conditions and any other relevant permission(s). Site management must ensure that all team members have the necessary knowledge required to carry out their role appropriately, ensuring compliance at all levels. Plant, materials, wastes and products are to be used and handled in strict compliance with all requirements including: storage, labelling, disposal, reporting, training and record-keeping.

Sackers employees shall hold the appropriate qualifications as required by the integrated management system documentation.

Sackers is committed to:

- Ensuring that all relevant legislative requirements are identified and met
- Continual improvement and prevention of pollution through setting monitored objectives and targets and regular programmed internal auditing
- The control of emissions to air, land and water caused by our activities
- Maintaining a formal management system in accordance with BS EN ISO 14001:2015
- The promotion of environmental awareness through effective instruction, training and communication
- The control of waste and improving our carbon footprint and energy efficiency
- Including environmental considerations in the relevant business decisions
- Compliance with any other commitments made by Sackers Limited, including contributing where appropriate and practical, to industry knowledge, best practice and studies through various means including participating in appropriate working groups and/or committees

Responsibilities:

Senior Level: The CEO is responsible for the ultimate management and control of Environmental performance throughout the business.

Site Level: The Site Managers, SHEQ Team and Heads of Department are responsible for the day to day management and control of Environmental performance at their own respective sites and departments.

General: All members of the management structure, including supervisory & support staff shall be responsible for the implementation of this Policy as per the IMS system.

Employees are to:

- Always adhere to the Sackers Limited rules and requirements
- Use all work equipment, materials and PPE with care and consideration for the environment
- Report all environmental concerns to their supervisor or other appropriate person immediately

David Dodds
Chief Executive Officer
August 2021

A handwritten signature in black ink, appearing to read "David Dodds", written over a horizontal line.