

Environmental Management Policy

1. Mission Statement

To identify, measure and manage the significant environmental impacts of the element14 business in order to protect the environment from harm and degradation while delivering an industry-leading customer experience. element14 will:

- Comply with relevant and applicable environmental laws, regulations and other requirements;
- Drive continual improvement in the efficient use of resources and reduction of pollution and waste;
- Provide appropriate environmental training for employees whose activities impact environmental performance.

2. Senior Leadership

The element14 Leadership Team are ultimately responsible for ensuring that the environmental impacts of the business are controlled and that the environmental management system is suitable for ensuring that delivery. Support will be given to the element14 Leadership Team through the appointment of a person with responsibility for overseeing element14 Environmental Management and the provision of resources to improve environmental efficiency and deliver continual improvement.

3. Framework for Objective-Setting

Objectives will be set by element14 Leadership Team.

Objectives and targets will take into account the significant environmental Aspect and Impacts of the group and the capacity for mitigation and improvement. They will be cascaded to all managers and individuals within the business as appropriate. Responsibility will be assigned and KPIs will be tracked.

Objectives will be reviewed at least every six months by appropriate managers.

4. Monitoring and Measurement

Performance will be measured using internally-monitored KPIs for core environmental Aspects. Environmental performance will be reported and published to element14 Leadership team monthly.

5. Communication of this Policy

This policy will be communicated externally on the element14 transactional websites. Internally, this policy will be communicated by the company intranet and departmental managers, as appropriate to the business function.

6. Policy Review

The element14 Environmental Management Policy will be reviewed for suitability by managers with responsibility for Environmental Management and amendments will be proposed to the element14 Leadership Team as part of the annual Management Review of business management standards.



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