



Havelock Europa PLC

Environmental Policy

Policy: EP
Version: 2.0
Date: 22/11/2011

ENVIRONMENTAL POLICY

Havelock Interiors (Havelock Contract Interiors and ESA McIntosh), part of the Havelock Europa PLC Group, is one of the UK's leading commercial interiors groups. Operating in the retail, retail banking, corporate office, education fit-out and accommodation sectors, it delivers an end-to-end range of services from design, manufacture and installation to complete design and build contracting services. We are committed to the prevention of pollution, compliance with legislative requirements and ensuring continual improvement in our environmental performance.

The following objectives have been set to achieve this aim:

- Comply with all current legislative requirements and other requirements including the environmental policy of Havelock Europa PLC;
- Maintain procedures specifically for its operations to comply with ISO 14001:2004;
- Provide training to staff and operatives to enhance environmental awareness of the potential impacts from our undertakings and implement suitable control measures;
- Ensure that subcontractors and other persons operating under our control meet with the highest levels of awareness and competence in environmental matters;
- Minimise our environmental impact by conserving energy, materials and resources through minimising consumption, maximising efficiency and effectively managing waste.

This policy, and our performance against targets set, will be reviewed annually.

It is the responsibility of the directors and managers to ensure that this policy is effectively implemented and communicated to all staff, operatives, subcontractors and suppliers. The policy will be available to all staff and prominently positioned on the Company intranet. It will be available to the public and other interested parties through our website.

Signed:

Eric Prescott, Group Chief Executive

Date: 22nd November 2011

Review Date: 22nd November 2012

