



Environmental Policy

1. Introduction

- 1.1 This policy applies to Briggs & Forrester (UK) Limited on its own behalf and on the behalf of all its subsidiary companies within the Briggs & Forrester Group Ltd ('the Group'): Briggs & Forrester Engineering Services Ltd, Briggs & Forrester Living Ltd, Briggs & Forrester Special Projects Ltd, Briggs & Forrester Building Services Maintenance Ltd and Briggs & Forrester (Holdings) Ltd.
- 1.2 The Group specialises in the design, installation, project management, testing and commissioning of building engineering services and maintenance services.
- 1.3 The Group operates UK wide on varying sizes of projects including public and private sectors, schools, hospitals, government agencies, local authorities, industrial, commercial, and residential properties.
- 1.4 The Group's continued environmental responsibility is judged by its ever-widening customer base and the public in general, while being driven enthusiastically by the CEO and the Managing Directors of the individual operating companies.

2. Environmental impacts

- 2.1 The Group's main activities with environmental impacts come from its operational sites, offices, travel, waste production, and water and electricity usage.

3. Commitments

- 3.1 The Group is committed to:
 - The protection of the environment and the prevention of direct or indirect pollution
 - Fulfilment of its contractual, legal, and regulatory compliance obligations
 - Fulfilment of any organisational or voluntary requirements set by the organisation
 - Continual improvement of its environmental performance
 - Encouraging the cooperation and involvement of its employees, at all levels, for the effective implementation of this policy.

4. Plans to achieve commitments

- 4.1 To ensure the achievement of the above commitments the Group will:
 - Maintain management systems to ISO 14001:2015 requirements and legislative compliance obligations (*Ref IMS01 IMS Manual, Environmental Procedures (EPs) and other supporting B&F Procedures shown in IMS100 Group Master Document Index*)
 - Review compliance obligations to determine any new requirements (at least annually).
 - Create, maintain, and update its Sustainability Strategy, which will include the measuring and monitoring of energy consumption, emissions and assessing opportunities to reduce energy consumption, harmful emissions, and business travel impacts
 - Ensure that the Chief Executive, the Group Board and its appointed Director's provide appropriate organisational structure and resources are put in place to effectively implement this policy and to identify, monitor and manage environmental issues and



performance.

- Operate in line with official guidance and appropriate industry best practice
- Seek ways to minimise waste, promote recycling and follow the waste hierarchy for disposal
- Work with external providers who themselves have sound environmental policies, where possible
- Set, publicise, monitor, and review environmental improvement objectives and targets (Ref IMS02)
- Communicate this policy and relevant environmental obligations and responsibilities to all employees
- Promote staff environmental awareness and engagement to help achieve environmental objectives
- Continually review environmental policies, procedures, and other management system documents

5. Other B&F Group policies and documents

- Sustainability Strategy
- LR01 Group Legal and Other Requirements Register

6. Communication of this policy

- 6.1 A full copy of this policy is accessible to all interested parties via the Group website.
- 6.2 All new direct employees are required to read and understand the requirements of this policy.
- 6.3 All new direct employees are required to complete the Environmental Awareness training module via the learning management system.
- 6.4 Toolbox Talks will be carried out periodically on sites covering various environmental topics.

7. Review

- 7.1 This policy is reviewed and updated annually and amended as necessary to reflect any changes to the Group, its management systems, or relevant legislation.
- 7.2 The Group's Senior Management Team continually monitor this policy's procedures to ensure compliance and continual improvement. All reports, reviews and results of monitoring processes will be recorded, and records retained.

Paul Burton
Group Chairman and Chief Executive