



Environmental Policy

The company comprises four main divisions:

- Transport & Distribution Services
- Recruitment & Staffing Services (Firmin Recruit)
- Commercial & Residential Property
- Farmland Management

Across the business, the Company is committed to protecting the environment and developing and maintaining an effective and viable environmental operating system.

To minimise environmental impacts concerning our activities and services we shall: -

- Seek to maintain a sustainable procurement strategy to reduce the social and environmental impact of procurement decisions and, where possible, use socially preferable materials and solutions.
- Comply with applicable legal requirements and other requirements to which the Company subscribes which relate to its environmental aspects.
- Prevent pollution, reduce waste, and minimise the consumption of resources via the continual improvement and use of technologies, in particular our transport management system.
- Educate, train, and motivate employees to carry out tasks in an environmentally responsible manner.
- Encourage environmental protection among suppliers and partnering distribution companies.
- Regularly review company objectives and targets to encourage environmental improvements.

The Company is committed to continual improvement of environmental performance.

This Policy will be communicated to all staff, suppliers, and partnering distribution companies and made available to the public via the company website.

Director: [Signature]

Date: 1.4.22

Print Name: M. Firmin

Review Date: 1.4.24

ED001.2 Environmental Policy

