



## ENVIRONMENT POLICY

1. This policy applies to AFE Group Ltd companies throughout the world. Specific references to legislation are to legislation of the United Kingdom but the underlying principles and practical requirements of the policy are universally applicable.
  - 1.1. It is the policy of AFE Group Ltd to comply with the requirements of the Environmental Protection Act 1990, the Environment Act 1995 and other relevant legislation. To adhere in its operating practices and in product design to appropriate environmental standards set by government and other organisations.
  - 1.2. AFE Group Ltd recognises that it has responsibilities not only to its employees, its customers and the communities in which it operates.
  - 1.3. The Company requires all operating units throughout the group.
    - a. To design and operate their plants and to design and manufacture their products so as to minimise, in accordance with relevant current standards, their environmental effect on employees, customers and the community
    - b. To work with government agencies to resolve any identified environmental problems and to communicate information on such problems openly to those likely to be affected by them.
    - c. To encourage energy efficiency, together with the recycling and re-use of materials whilst monitoring awareness of cost and quality implications.
    - d. To establish an environmental improvement plan
    - e. To promote through formal training and communications, employee awareness of group environmental policies and to build environmental responsibility into all aspects of their operations, including all relationships with suppliers and customers.
    - f. To have mechanisms in place that ensure they are regularly updated with any changes to legal and other environment issues particular to their operating unit.
2. It shall be the responsibility of the **Business Unit Operations Directors**:
  - 2.1. To implement this policy within AFE Group Ltd, ensuring that the heads of individual operating units carry out this policy at their units.

- 2.2. To submit an annual report to the **Chief Executive Officer**. The reports will include information on incidents having environmental implications, on principal developments relating to the implementation of this policy and on progress towards long-term objectives
- 2.3. To report immediately to the **Chief Executive Officer** any occurrence having serious environmental implications, such a verbal report to be followed by written details as soon as is practicable.
3. This policy and its implementation will be reviewed annually, in order to incorporate best working practices and legislative requirements:-
  - 3.1. At AFE Group Ltd level by the **Chief Executive Officer**
  - 3.2. At operating unit level, by the **Director / Senior Executive** in charge as appropriate
4. The **Chief Executive Officer** can be contacted in writing to the registered office address, 9 Bryggen Road, North Lynn Industrial Estate, Kings Lynn, Norfolk, PE30 2HZ. Alternatively, they can be contacted by e-mail at [info@theafegroup.com](mailto:info@theafegroup.com) or by telephone on 01553 817 554.

**Tim Smith**  
**Chief Executive Officer**  
**AFE Group Ltd**