



IKO UK ENVIRONMENTAL POLICY

IKO UK are committed to the protection of the environment by complying with all relevant legislation, compliance obligations and the needs of interested parties in relation to the context of the company, the risks, opportunities and continued improvement in line with the Company's environmental objectives and targets.

The key elements of the policy are:

- Maintenance of an environmental management system which complies with the requirements of ISO 14001:2015
- Establish a defined structure of responsibility from the Board to all operating units within the UK.
- Commit the necessary resources to fulfil the Company's environmental and compliance obligations.
- A commitment not to pollute
- Periodically undertake a review of the Company's environmental performance.
- Ensure all appropriate personnel are provided with adequate information and training.
- A commitment to continuous improvement, within the context of the business and the needs of interested parties

The key structure and responsibilities:

- The relevant Directors have ultimate responsibility for aspects of the Company's environmental compliance and implementation of the policy.
- The Leadership Team is responsible for ensuring that each site has effective arrangements for identifying and controlling risks in their areas of responsibility and for meeting the site environmental and compliance objectives.
- The Leadership Team, in conjunction with the Occupational Health, Safety and Environmental Department are responsible to the Managing Director for monitoring and reporting on the implementation of this policy.

To ensure this Policy remains effective and appropriate to the impact of the Company's activities, it will be reviewed annually or in the event of a situation occurring whereby the policy is considered failing.

Anthony Carlyle
Group Managing Director