 ISO 14001 Environmental Management System (EMS)	Environmental Policy Statement		
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IKO PLC are committed to the protection and sustainability of the environment by complying with all relevant legal and regulatory requirements, regularly evaluating compliance, and addressing the need of interested parties. Within the context of the organisation, we assess environmental risks and opportunities to drive continuous improvement in line with our objectives and targets.

IKO PLC shall:

- Maintain an Environmental Management System (EMS): Ensure compliance with ISO 14001:2015 and fulfil all applicable legal, regulatory, and other relevant obligations, with periodic compliance evaluations.
- Establish clear accountability from the Board to all operating units and provide necessary resources to meet environmental and compliance obligations.
- Promote sustainable resource use, reduce waste, prevent pollution, and address climate change mitigation and adaptation.
- Integrate environmental considerations into business processes and product life cycles to minimise carbon footprint and encourage responsible sourcing and resource use.
- Evaluate environmental aspects and impacts throughout the product and service life cycle.
- Ensure suppliers and contractors adhere to the Company's environmental standards and contribute to achieving objectives.
- Regularly assess and address environmental risks and opportunities to maintain the effectiveness of the EMS.
- Set and monitor measurable environmental objectives to drive continual improvement.
- Provide relevant personnel with adequate information and training to fulfil their environmental responsibilities.
- Identify, evaluate, and address environmental concerns of interested parties appropriately.
- Communicate environmental commitments and performance effectively, both internally and externally.
- Maintain and test emergency response procedures to minimise environmental impacts during incidents.
- Ensure all environmental incidents are reported, investigated and addressed properly.
- Promote a culture of continuous improvement to enhance environmental performance and address risks and opportunities in line with business and stakeholder needs

All Directors, senior Managers and Leadership Teams are responsible for ensuring that our Environmental policy is implemented, monitored and reviewed regularly to achieve the intended outcomes. We will continue to engage, consult, and involve all employees to uphold our commitment in protecting the environment

This policy will be reviewed annually or in the event of significant change, ensuring its continued relevance and effectiveness in managing the Company's environmental impact.

Signed 
Anthony Carlyle
Group Managing Director