

PAVER SMITH ENVIRONMENTAL POLICY

"Paver Smith has achieved the prestigious ISO 14001 benchmark, meaning our environmental performance is both of the highest standard and continually reviewed to identify areas for improvement." *Dougal Paver*



Paver Smith is committed to conducting its activities to provide a high quality service whilst ensuring that environmental care is a central component of these activities. This commitment extends to all aspects of our business including: training, finance, human resources and account handling (client relationships) and supplier relationships.

In conducting these activities we shall:

1. Ensure compliance with or improvement upon relevant legislative requirements.
2. Continually improve, refine and develop our environmental governance and environmental management systems in line with our business activities, taking a proactive approach in preventing pollution and taking into account appropriate best practices and new technologies and new legislation.
3. Ensure the competence of staff by seeking to involve them in relevant environmental issues and to provide them with appropriate training, enabling them to carry out their duties in a responsible manner.
4. Ensure the disposal of all waste in an environmentally responsible manner in accordance with legislative obligations and stakeholder requirements.
5. Minimise the use of natural resources, while maximising the use of reclaimed and recycled materials.
6. Take a proactive approach in seeking methods that prevent unnecessary pollution.
7. Monitor performance against environmental objectives supported by quantifiable targets that relate to the reduction of environmental impact, sustainability, risk management and comply with the needs of our clients and stakeholders through Paver Smith's environmental working group and management board.
8. Complete regular audit and monitoring programmes to ensure that we comply with all Paver Smith policies and procedures, taking immediate action to rectify non compliance.

The board of Paver Smith is fully committed to this policy. Employees at all levels are expected to carry out their work activities within the context of this policy and associated procedures and to co-operate in company efforts to improve our environmental performance.

A handwritten signature in black ink that reads 'Dougal Paver'.

March 2009

