

Dron & Dickson is one of the largest independent providers of the management, operations and logistics support of specialised labour to ensure integrity and compliance of electrical equipment in hazardous and industrial areas.

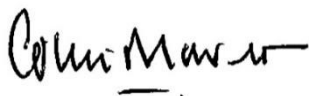
Dron & Dickson maintains an effective integrated management system that is committed to minimising its impact on and protecting the environment and the prevention of pollution. To achieve this, we will implement an effective Environmental Management System based on ISO 14001:2015 and we are committed to pursuing continual improvement of the management system by setting realistic objectives and through our internal audit and management review programmes.

We will review our activities and operations to identify environmental impacts and prioritise action to reduce and minimise them. Specifically, we will:

- Set realistic environmental targets, reduce energy and resource consumption, minimise the amount of waste we generate and minimise the use of harmful materials, preventing pollution and where relevant other specific commitments to reduce our environmental impacts.
- Maintain a high level of awareness of sustainability issues amongst our employees and integrate environmental management into training.
- Meet all relevant UK, European and international legislative and regulatory requirements and agreements and any regulatory requirements that apply to our activities.
- Ensure that goods and services procured support our sustainable code of conduct and in turn encourage our suppliers and contractors to improve their own environmental performance.
- Reduce the greenhouse gas emissions from our business travel and buildings estate.
- The Management Team will monitor progress against our objectives and targets and provide all necessary financial and physical resources required to achieve these objectives with the aim of reducing our impact on the environment.
- Recognise our commitment to Corporate Social Responsibility by ensuring at all times we are compliant with laws and regulations, ethical standards and international social responsibility. We recognise the aspects of our business and potential impacts on the environment, our stakeholders (internal and external), and other members of the wider world community. We will ensure the inclusion of the public interest in our Corporate decision making eliminating any practices which may cause harm to people and our Environment.

The Operations Director is responsible for environmental issues at Dron & Dickson and will ensure that this policy is implemented, maintained and reviewed for continuing suitability. All employees of Dron & Dickson have a responsibility to assist the company to meet these objectives and provide feedback for continual improvement. This policy will be communicated to all employees and reviewed annually.

Signed

A handwritten signature in black ink, appearing to read 'Colin Murray', with a horizontal line underneath.

Date: July 2018