

## Environmental Policy Statement 2021

Incentive FM Group Ltd. seek to minimise the impact of our operations on the environment through the pursuit of good business practices and by fulfilling our legal obligations.

Our Environmental Management System [EMS] provides a framework that ensures we meet all necessary obligations and fulfils the requirements of ISO14001:2015. Our EMS is documented, implemented, maintained, and communicated to employees with the applicable level of responsibility. Where we are operating on client sites, we will work with their Environmental Management Representative in achieving shared goals and objectives in line with the clients own system.

IFMG's goal is to protect the environment wherever possible, with the aim of ensuring that our activities are completed with consideration given to any potential hazards placed on the environment. IFMG are committed to continuous improvements to our environmental practices. IFMG commit to:

- Understand the legal obligations of each site and ensure compliance is achieved.
- Design and implement an EMS to help with the elimination, reduction, reuse and recycling of general waste and packaging materials.
- Take all practicable measures to prevent any form of pollution on the environment that are as a result of our operations.
- Promote recycling and practical energy use to ensure all wastes and recourses are kept to a minimum.
- As a minimum, meet relevant environmental legislation, regulations and other requirements, and exceed wherever possible.
- Purchase from suppliers who share our concern over the environment and take measures to ensure their own operations reflect this concern. Whenever possible we will use products from sustainable resources.
- Make all employees aware of this environmental policy whilst providing suitable training to improve environmental awareness and allocating clear responsibilities.
- Monitor, evaluate and continually improve performance in line with the objectives.

This policy statement and system, including significant aspects, will be communicated to all parties interested in the performance of our environmental management system, including the public [on request]. This policy, although signed off by the Chief Executive of IFMG, applies to all business units within the group. All staff and sites will comply with all applicable content.



**Martin Reed**  
**Chief Executive**  
**Date: Jan 2021**