

# POLICY STATEMENT

## THE GIFFEN GROUP PLC ENVIRONMENTAL POLICY

The Giffen Group plc is committed to the protection and the enhancement of the environment. Improving our overall corporate environmental performance in all our operations is a major and continuing priority to be achieved by implementing and maintaining an environmental management system, and adhering to this environmental policy:

- The Giffen Group plc commits to complying with all legislation, regulations and industry codes associated with our environmental impact. Where no legislation exists, we endeavour to set corporate standards to meet our overall objective of improved corporate environmental performance.
- The Giffen Group plc endeavours to minimise the environmental impact of all of its activities, products and processes throughout their life cycle.
- The Giffen Group plc has set, and will maintain, review and revise, environmental objectives and targets with the aim of continually improving our environmental performance.
- The Giffen Group plc encourages its suppliers to identify their environmental impacts and where necessary introduce measures to minimise any negative impacts.
- The Giffen Group plc will undertake best practice for waste disposal and strive to reduce the amount of waste disposed to landfill and promote waste minimisation. Where practicable materials will be reused and recycled.
- The Giffen Group plc employees are expected to conduct their work in a manner compatible with the company's environmental policy and objectives. Dialogue and briefings will be maintained to ensure that all employees are aware of the environmental policy and employees will be provided with the information, instruction and training required to fully implement and operate this policy.
- The Giffen Group plc will seek, where possible, raw materials from environmentally responsible sources and encourage the use of sustainable materials.
- The Giffen Group plc conducts regular environmental reviews of all its operations, as stipulated by the environmental management system. To ensure compliance with the policy The Giffen Group plc aims to be an environmentally responsible organisation by actively improving environmental performance and showing a dedicated commitment to the prevention of pollution in accordance with the BS EN ISO 14001:2004 standard for environmental management.

This policy will be set and reviewed on an annual basis with ongoing monitoring thereafter during quarterly Management Review Meetings. This policy and will be made available to the public and interested parties upon request.



Jonathan Giffen,  
Chairman,  
30<sup>th</sup> January 2009