

Hemas Holdings PLC

Environment Guidelines

What does it mean?

Our environment guidelines are based on prevention, reduce, or mitigate harmful effects on nature and natural resources, and ensuring that man-made changes to the environment do not have harmful effects on humans. We also believe that each one of us should abide by the 3 R's of environment, ie: reduce, reuse and recycle. Therefore:

Our green pledge

"We take responsibility as individuals and collectively as part of the Hemas Group to minimize harmful practices and embrace emerging trends that will help us leave a gentler environmental footprint."

Corporate intent

- Embed the 'Green Pledge' into the work culture and into strategic decision making by; investing in and promoting the use of cleaner and leaner methodologies and work processes.
- Comply with regulations and develop response plans to counter potential environmental threats.
- The Hemas Group is committed to adopting an environmentally sensitive approach in delivering its corporate objectives and will periodically review these guidelines to incorporate more detailed action and targets to conserve the environment.
- Train and inform our employees about environmental issues.
- Encourage customers, suppliers and the public to support our commitment to the environment.

Key Components:

Energy: Optimize energy usage (e.g., use energy saving lights, streamline hardware, optimize use of office space etc), and explore opportunities to use renewable energy sources (e.g., wind, water, solar, biomass)

Water: Minimize usage & educate good practices, re-use where possible, and prevent wastage through regular maintenance

Waste

- Reduce waste through re-use and recycling and by purchasing recycled or recyclable goods if available, economical and suitable.
- Ensure proper disposal of non-biodegradable waste and recycle of biodegradable waste.
- Develop awareness on electronic waste.

Stationery, Paper, Packaging and other material

- Promote efficient use of all material and re-use stationery/packaging, where possible
- Avoid unnecessary use of hazardous material that harm people and the environment, seek substitutions when feasible, and follow recommended disposal and storage methods

Products and services: Purchase and use environmentally responsible products and services.

Conservation of biodiversity: We are committed to support local regulators to conserve protected areas and ensure that our operations do not impact the biodiversity of such environmentally sensitive areas.

Noise/emissions: Promote efficient design of buildings, efficient transportation and install technology that will minimize noise pollution and emissions.

Climate Change: In addition to internal measures to minimize the environmental impact of our activities, we will contribute to public debate and policy on combating climate change

I have read and understood the above, and will abide by it.

Employee sign-off:

Employee Name :

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Relevant for	All Hemas Employees	
Guidelines will be implemented by	Group Sustainability Manager	