

ENVIRONMENTAL POLICY

The Company is committed to integrating environmental best practice into its business activities. The Company accepts its environmental responsibilities and recognises its responsibilities to limit the impact of business activities on the environment. The Company will achieve this by continually striving to improve its environmental performance.

We focus on minimising the use of energy, waste packaging, water consumption and emissions. In addition we ensure that our products are safe and wherever possible, provide the most efficient solutions for heating, ventilation, plumbing, tools, pipelining, industrial supplies and mechanical services equipment processes in terms of protecting the environment. We do this by:

- Seeking opportunities to minimise waste produced in all parts of the business. Where waste is unavoidable we aim to recycle as much as possible through approved recycling providers. We identify waste streams and develop effective waste management and recycling to minimise its environmental effect and use
- Adopt best practice and assist, where possible, in developing innovative solutions to issues and problems facing our business sector. Renewable energy options are considered and installed at our sites subject to favourable physical conditions of the building
- Raise awareness amongst employees encouraging and providing relevant training to staff aimed at making them more environmentally responsible
- The Company will ensure that adequate arrangements are in place to deal with accidental emergencies relating to contamination, spillages or other adverse environmental effect
- Conduct our business activities in full knowledge of, and compliance with, the requirements of environmental legislation and Approved Codes of Practice
- Working in partnership with our suppliers to work towards ensuring effective environmental supply chain management and to promote sustainable sourcing of products and materials
- Constantly reviewing and managing our transport supply chain including the use of energy efficient vehicles with the aim of utilising alternative energies in order to reduce our carbon footprint
- Implementing and operating a formal environmental management system. Our aspiration is to obtain ISO 14001 certification for all Group activities

Environmental responsibility is assigned throughout the Group:

- The Chief Executive is responsible for overall implementation
- The Managing Directors of the Divisions are responsible for each Division's environmental obligations and performance
- Regional Directors and Area Directors are responsible for Regional and Area obligations and performance and cascading implementation to Branch Managers
- Branch Managers, Commercial Directors, Operational Directors and Functional Heads are responsible for the management of environmental obligations and performance, achieving progress and setting targets

We will review and update this Policy at regular intervals and make it available to the public, stakeholders and other interested parties through our website and on request.

Gavin Slark
Group Chief Executive