



CORPORATE SOCIAL RESPONSIBILITY POLICY

Harpers Environmental Ltd recognises a sustainable business process to be of primary importance in its interaction with the environment, community, and clients.

We are passionate about continually assessing and improving our business activities in order to reduce the negative impacts on environment, society and financial stability.

Harpers Environmental Ltd is committed to the development, implementation and maintenance of internationally recognized standards of health and safety, environmental, social and business management.

PRINCIPLES

Our Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice
- To integrate sustainability principles to all our business activities
- To minimise the impact on the environment of our offices, transport and industrial activities.
- To provide a working environment built on principles of respect, fair labour practices and decent working conditions for our employees and ensure that each person reaches their full potential.
- Promoting a zero harm target by formalising a positive health and safety culture.
- The sustainable creation of direct and indirect wealth for all share- and stake-holders without compromising any other role players or future generations.
- To continue to provide safe, value for money, high quality, consistent, accessible and reliable services to our clients.

PRACTICAL STEPS

In order to put these principles into practice we will:

- We will strengthen our sustainability management and governance.
- We will monitor our environmental performance (energy, water, fuel usage etc.) to demonstrate continuous improvement.
- We will proactively train and develop our employees
- We will continue to work with our clients to help them to find the best solution for their waste; we will provide all clients with Duty of Care notes, to ensure that our clients are also complying with current laws and legislations.
- We will continue to invest in our equipment in order to provide better quality service as well as to reduce negative environmental impacts.
- We will review, annually report and continually strive to improve our environmental, social and financial performance.

In order to enhance the environment, protect health and safety of our people and improve the quality of our service we have achieved the requirements of BS EN ISO 14001:2015, BS EN ISO 9001:2015 and BS OHSAS 18001:2007, and continue to successfully implement them in our business activities.

Gordon Mackay

A handwritten signature in black ink, appearing to read "Gordon Mackay".

**Managing Director
IMS Policy 04**

Dated 21 June 2019

Revision Date 01 Jul 2020