

HE Simm recognises the business activities it undertakes have potential to impact on the environment. This impact could affect nature during the whole lifecycle, both directly and indirectly, through the actions we take and services we provide. These impacts could be negative, or positive if managed efficiently and effectively. Minimising our environmental impact is key to protecting each other now and for future generations.

Our vision is to be the best in all aspects of our business and our approach to protecting the environment is essential for achieving this vision.

HE Simm implements an Integrated Management System (IMS) that not only meets the requirements of ISO 14001 but also provides the tools to promote change in support of a healthy environment. By addressing the environmental aspects arising from our actions, we assess the risks and potential impacts and assign the necessary control measures to minimise the potential damage. These control measures are aligned with appropriate, specific and measurable objectives which support the success of these policy commitments. Objectives will be assigned to the relevant heads of department, reviewed for progress and completed periodically via formal management review meetings.

We all benefit from the commitment to protecting the environment through:

- | boosting the long-term resilience of both livelihood and infrastructure
- | improving water and air quality, reducing our carbon footprint and combatting climate change
- | preventing pollution arising from our working activities by reducing noise, dust and waste
- | building and maintaining long-term client relationships by providing innovative, energy-efficient solutions that empower a sustainable future and support communities.

The executive board of HE Simm is responsible for complying with all applicable legislation and requirements that governs our business and associated activities. This is achieved by establishing the Environmental Policy overall, cascading the information to colleagues and regularly review in conjunction with the performance of the business with the aim to continually improve in environmental performance.

The chief executive officer is responsible for:

- | ensuring that effective arrangements to deliver the requirements of this policy are established and implemented across the operations
- | upholding compliance of overall business and legal requirements
- | providing an effective process of assurance with sustainable working methods
- | leading the workforce to protect our world.

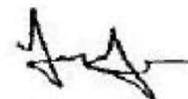
It is the responsibility of every employee, subcontractor and associated third party to:

- | comply with the arrangements set out in this policy, integrating them within their working day
- | reduce or recycle the waste we produce (water, electricity, fossil fuels, rubbish, noise etc)
- | report any environmental matters of concern, with the aim of resolving them
- | always assess the lifecycle possibilities of the decisions we make.

We will bring this policy to the attention of our employees, supply chain partners and relevant associated third parties. It will be reviewed annually as a minimum, or as and when required.



GARETH SIMM
Chief Executive Officer
(CEO)



ANTHONY MELIA
HESQ Director

18 DECEMBER 2020
(expires 31 JULY 2021)