

## Environmental Policy

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### Policy Statement

Our policy is to meet or exceed all Environmental Regulations, laws, and codes of practice. We are committed to pollution prevention and minimizing the impact of our operations on the environment. This is Tekmar's statement of intent to achieve our environmental goals, supported by our commitment to continual environmental improvement.

### Roles & Responsibilities

1. Anyone, at any time, can call an **ALL STOP** to any activity if they feel it is posing a detrimental environmental risk.
2. No one should continue to proceed with any activity if they feel it is posing a risk to our environment.
3. Everyone should report any observation they feel poses a risk to our environment.
4. It is your responsibility - keep your workplace and surroundings tidy. Proactively pick-up litter and consider the impact of excessive electricity usage through unused appliances.

### Philosophy

Our commitment and assurance are:

1. To maintain our Environmental Management System to a minimum ISO 14001:2015 certified by DNV GL.
2. Energy / Carbon Usage: We will strive to reduce energy and carbon usage consumption through efficiencies and improved technology.
3. Recycling: We will promote recycling and the use of recycled and refurbished products and materials where such alternatives are economical and suitable, while reducing consumption of raw materials, wherever possible.
4. Waste Disposal: We are committed to minimize all waste, especially manufacturing waste, in all our operations and product development. We will dispose of our waste through safe and responsible methods, where necessary, using licensed contractors.
5. Training: We include environmental issues as part of any company Training Program and encourage the implementation by all company staff of sound environmental practices.

### Communication

The above is written and approved by the board of directors and the executive management teams. It is reviewed annual, published locally, and communicated to the entire workforce to ensure understanding and compliance. Anyone can contact the Managing Director and/or any member of the executive team if they feel this policy is being undermined.

A handwritten signature in black ink, appearing to read "Russ", followed by a horizontal line.

**Russell Edmondson**  
Managing Director

**Date:** November 2020