

POLO3 ENVIRONMENTAL POLICY STATEMENT

The Fit Out People Limited (the **Company**) specialise in the Project Management, from design to construction, of commercial fit-out and refurbishment projects, as well as all the associated builders' works. In addition, the Company also undertake works in the maintenance and installation, including testing and commissioning, of mechanical and electrical building services.

The Company operates UK wide on varying sizes of projects including public and private sectors, hospitals, commercial and residential properties etc. The organisation's main activities with environmental impacts come from our operational sites, office, travel, waste production, water and electricity usage.

Environmental objectives and targets are established and set at relevant functions and levels within the Company during Health and Safety Management Review Meetings. Objectives and targets are continually monitored and are reported on, reviewed and evaluated during these Management Review Meetings – which take place at least annually.

The Company is committed to fulfil its compliance obligations contractually and legally. This includes a commitment to:

- protect the environment and prevent direct or indirect pollution
- fulfil its contractual, legal and regulatory compliance obligations
- fulfil any organisational or voluntary requirement set by the organisation
- continually improve its environmental performance

In order to ensure the Company achieves the above commitments, The Fit Out People will:

- maintain management systems to BS EN ISO 14001:2015 requirements and legislative compliance obligations
- review compliance obligations to determine any new requirements (at least annually)
- operate in line with official guidance and appropriate industry best practice
- seek ways to minimise waste, promote recycling and follow the waste hierarchy for disposal
- work with external providers who themselves have sound environmental policies, where possible
- assess potential opportunities to reduce energy consumption harmful emissions and business travel impacts
- set, publicise, monitor and regularly review environmental improvement objectives and targets
- communicate this Policy and relevant environmental obligations and responsibilities to all employees
- promote staff environmental awareness and engagement in the achievement of environmental objectives
- continually review environmental policies, procedures and other management system documents

The Company's continued environmental responsibility is judged by its ever widening customer base and the public in general, while being driven enthusiastically by the Managing Director and the Senior Management Team within The Fit Out People.

A copy of this Policy is available to all staff via the Company IT systems or HSEQ Manager and is also freely available to the public and other interested parties on request.

Andy Fuller  
Managing Director

