

## Environmental policy statement

The objective of the company policy, in unison with its quality management systems, is to comply with all duties bestowed on Randstad CPE in accordance with the Environmental Protection Act 1990 and other applicable environmental legislation.

Randstad CPE is committed to achieving environmental best practice throughout its business activities wherever practicable and recognises that economic growth, development and a healthy environment must be closely linked.

Environmental protection and sustainable development are responsibilities that government, business, communities and individuals should strive towards and where possible environmental management issues will be integrated with other operational systems in line with the overall business objectives of Randstad CPE.

Randstad CPE is committed to:

- Minimising the use of energy, water and other natural resources in operations.
- Minimising waste and identify the best environmental option for disposal.
- Considering the effects our activities may have on the environment and minimise the environmental impact of aspects of work activities that are environmentally significant.
- Preventing Pollution
- Considering opportunities to make a positive contribution to the environment in all activities
- Reducing the impact of our activities on adjacent businesses and residents and behave as a 'good neighbour'.
- Encourage active participation from company staff at all levels in improving environmental performance.
- Minimising the environmental impact, for the life cycle (including disposal), of plant, equipment, and all physical assets under our control.
- Setting and Monitoring environmental objectives
- Continually improving its environmental performance.

The principles detailed above apply to all Randstad CPE business activities, and as they are a provider of services rather than products will comply with their customers' environmental requirements and work closely to ensure its impacts are as small as reasonably practicable.

This policy and environmental objectives and targets will be regularly reviewed to ensure that it remains relevant and appropriate to the Company and our commitment to continual improvement.

**NAME: Owen Goodhead**  
**(Managing Director)**

Signed: 

**Date: March 2017**

**Next review date by: March 2018**