



Environmental Policy

Version 1.1 December, 2021

Contents

Policy review record

1. Policy statement	1
2. Policy identification	2
3. Policy responsibility	3
4. Company environmental aims	5
5. Review	6

Policy record review

This Policy was first issued in August 2017 and will be reviewed and updated annually by the Company's HSQE Manager to incorporate any amendments or changing practices within the company.

Revision No.	Date	Comments

1. Policy statement

Visive Group Ltd (Visive) recognises that its activities have an impact on the environment and is committed to improve its environmental performance and minimise the harmful effects through caring policies and effective management. The Directors are committed to continual improvement within all the company's working operations including environmental issues and the prevention of pollution from our activities. The Company will seek to fulfil our compliance obligations and, where practicable, will strive to achieve environmental performance, which are better than legal minimum.

To achieve this aim, the company has implemented and will maintain an environmental management system that meets the requirements of ISO14001 and all company employees and management will actively work together to comply with the system by means of the following goals:

- Avoid the wastage of materials, water and energy (for example, installing LED lighting throughout offices and factory facilities) by paying careful attention to their use where possible, and any disposal of waste produced will be carried out with due care for the environment;
- Environmental awareness amongst those working for or on behalf of the company, providing training and guidance as necessary and encouraging sub-contractors and suppliers to adopt sound environmental practices;
- Always seek to use wherever possible, materials from renewable sources and recycled or recyclable materials (for example, acrylic tube);
- Encourage clients, where possible, to adopt the principles of sustainability in their purchasing process;
- The considerate disposal of any waste, hazardous or potentially toxic materials to avoid environmental harm;
- All company vehicles will be made as fuel efficient as possible (for example, electric cars) and their routings will try and avoid environmental impacts;
- The control of the emission of pollutants, noise and dust, and the use of potentially harmful substances and treatments during manufacturing (for example, sonic welding is preferred to gluing end caps to tube).

The Directors will ensure that all employees deployed by the company inclusive of sub-contractors, undertake their duties in line with the above statement and through training are made aware of their responsibilities and obligations as an employee. This policy will be reviewed annually, and be adapted if changes to the company occur. copies will be posted on all our office and site notice boards and it will be made available to members of the public via the company website.

2. Policy identification

Visive recognises and accepts that environmental concerns are a major integral and fundamental part of the company's corporate business strategy.

We will actively seek to reduce the impact on the environment to the lowest 'so far as is reasonably practicable' minimum, by way of recognition of responsibilities through a proactive policy on safety throughout the work place, the control of pollution and care for the local environment.

Any threat of pollution from our working activities and/or products will be identified and either eliminated, substituted or effectively controlled.

Visive will identify:

- **Management involvement:** Managers at all levels throughout the company must take individual responsibility to ensure that environmental issues are considered carefully when making decisions or when planning and controlling work;
- **Employees involvement:** All employees will be made aware of their individual responsibilities for acting in accordance with the environmental policy;
- **Training:** Appropriate training and instruction will be incorporated into the company's training programmes;
- **Engineering and Safety:** Plant and systems of work are designed and maintained to the highest possible standard in order to minimise accidents and unforeseen occurrences. The company will endeavour to work closely with the relevant statutory bodies to meet all applicable legislation and improve operating procedures;
- **Waste Reduction and Recycling:** Careful consideration will be given to the elimination or minimalisation of waste at source and the recycling or re-use of materials;
- **Waste Disposal:** Disposal and transport of wastes will be carried out in a responsible manner with due regard to all environmental considerations;
- **Effects on the Community:** Noise, odour, atmospheric emissions, traffic and other aspects of the company's activities which can affect the local community will be controlled to the lowest practical level.

3. Policy responsibility

Technical and Operations Director

The Technical & Operations Director, Mr. Richard Kitchin, will have overall responsibility for this Environmental Policy and will be assisted and supported on a day-to-day basis by the Engineering Directors and the company's appointed HSQE Manager who will implement, monitor, review and ensure that all objectives are achieved.

Visive as a company will control and improve the direct and indirect effect upon the environment by monitoring all the company's activities.

Engineering Directors

The Directors are responsible for ensuring that all necessary management, financial resources and training are made available throughout their areas of responsibility to meet the requirements of the Environmental System.

Management Representative

The Directors have appointed a HSQE Manager who, irrespective of all other duties, has defined authority and responsibility for ensuring that the requirements of the Environmental Management System are implemented, maintained and regularly reviewed.

Ensure clear defined reporting on a regular basis, with regard to the performance of the management system (in particular any need for improvement) to top management.

Maintain any necessary liaison with relevant registration authority and any external parties on matters relating to environmental issues or the environmental management system where appropriate.

The Management Team

All members of the management team are to consider the potential for environmental damage and costs when taking on new or extending contracts. Particular attention is to be paid to the duty of care for the removal and transportation of waste initiated by our manufacturing operations and any discharges to the atmosphere, ground or water systems.

All members of the management team have duties to ensure that any work done under their supervision is carried out in accordance with Company Processes & Procedures and that all relevant control systems are in place. They are responsible for the effective and efficient operation of all office and manufacturing based activities.

They are required to set a good personal example at all times by following environmental procedures. They are also responsible for the delegation of tasks only to competent, suitably qualified, trained or experienced personnel.

Contracts Managers / Site Managers

Contracts Managers and Site Managers are responsible for the daily control of the Environmental Management System on their sites of responsibility. Particular attention is to be paid to waste management and other potentially environmental damaging processes or procedures.

All Employees and Subcontractors

Are required to behave in an environmentally responsible manner and to operate to the best environmental methods/options whilst carrying out their day-to-day tasks. The successful implementation of an environmental management system calls for the commitment of all employees of the organisation. Environmental responsibilities therefore should not be seen as confined to the environmental team, but may also include other areas of an organisation, such as operational and administrative functions.

4. Company environmental aims

Visive is committed to excellent environmental performance coupled with supporting programmes of continuous improvement in all our working operations.

Visive regards compliance with all regulations and legislation, regulatory and corporate requirements, along with the promotion of environmental protection in general, as a mutual objective of management and all employees at all levels.

We will take all practical measures to operate a system of 'so far as is reasonably practicable' best practice and guidance by:

- Proactive assessments in relation to environmental issues, in assessing the impact of all new working activities, products and processes;
- The assessment and monitoring of the effects of our current activities upon our employees, others affected by our activities and the surrounding environment;
- Undertake any reasonable, practicable or remedial actions in order to prevent environmental damage;
- To establish and maintain procedures to specify the environmental objectives and goals;
- To communicate our environmental performance to all management, employees and approved sub-contractors on a regular basis and, if deemed necessary, other interested parties as appropriate.

To maintain a register and record any significant effects and ensure that company procedures are in place and active to prevent accidental emissions or losses detrimental to the environment.

5. Review

The Technical & Operations Director and HSQE Manager will attend six-monthly management review meetings to discuss, review and present any future environmental concerns resulting from our work activities.

The agenda for these meetings will include, but is not limited to, the following:

- Results of Internal Audits and evaluations of compliance with legal and other requirements;
- Communications from interested (external parties) including complaints that relate to the environmental performance of the organisation;
- The achievement (or not) of the objectives and targets and environmental performance;
- Status of corrective and preventive actions;
- Any changes in circumstances that relate to the environmental aspects (changes in law, new products and services, etc.);
- Recommendations for improvement.