

DENOVO DESIGN ENVIRONMENTAL POLICY STATEMENT Appendix A

Denovo Design is committed to conducting its activities to provide a high quality service whilst ensuring that 'Environmental Care' is the central component of these activities. This commitment extends to all aspects of our business including Operations, Training, Finance, Human Resources and Customer Services.

In conducting these activities we shall:

1. Ensure compliance with or improvement upon relevant legislative requirements.
2. Ensure continual improvement and continue to refine and develop our Environmental Governance and Environmental Management Systems in line with our business activities, taking a proactive approach in preventing pollution and taking into account appropriate best practices and new technologies and new legislation.
3. Ensure the competence of staff by seeking to involve them in relevant environmental issues and to provide them with appropriate training enabling them to carry out their duties in a responsible manner.
4. Take a proactive approach in seeking methods that prevent pollution.
5. Minimise the use of natural resources, whilst maximising the use of reclaimed and recycled materials.
6. Ensure the disposal of all waste in an environmentally responsible manner in accordance with legislative obligations and stakeholder requirements.
7. Monitor performance against environmental objectives via the management review, supported by quantifiable targets that relate to the reduction of environmental impact, sustainability, risk management and comply with the needs of our clients and stakeholders through our Environmental Group and Directors.
8. Complete regular audit and monitoring programmes to ensure that we comply with all our company policies and procedures, taking immediate action to rectify non compliance.

The Directors of Denovo Design are fully committed to this policy. Employees at all levels are expected to carry out their work activities within the context of this policy and associated procedures and to co-operate in company efforts to improve our Environmental Performance.

Approved by: Frank Olchowski, Director



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