



Sustainable Business Policy

APEM Limited is committed to sustainable business practices which focus on protecting and restoring the economy and environment. We are dedicated to environmental awareness and support a process of continuous improvement, which applies to all areas of our business including office-based and operational activities.

In addition to undertaking a wide range of projects for clients which focus on environmental issues APEM is committed to its internal Environmental Management Systems and is in the process of aligning its systems to the requirements of ISO 14001 with a view to obtain certification.

APEM has an Environmental Policy which encourages:

- The use of the most energy-efficient, environmentally friendly technology products and services;
- The measurement of energy (carbon) used so that areas like electricity usage can be targeted for reduction;
- Reduced waste through recycling and the handling and disposal of waste using responsible and safe methods;
- Energy management systems in our facilities that incorporate environmentally safe and sustainable energy sources;
- Support and encourage activities that promote sustainable business practices and environmental protection.

In addition, APEM will support economic growth through:

- Providing rewarding employment opportunities, enabling our employees to contribute to the local economies in which we operate;
- Contributing to the economic well-being of the communities in which we operate by using local suppliers where appropriate;
- Adopting ethical and sustainable procurement practices, paying fair prices and not knowingly trading with any suppliers who treat their employees unfairly.

APEM will also contribute support social development and local communities through:

- Respecting and supporting the communities where we work and ensuring their safety and welfare is not compromised by our activities;
- Promoting equality of opportunity;
- Supporting the ongoing development of employees;
- Encouraging employees to participate in events in their local communities and providing matched funding support for charitable activities.

Signed

A handwritten signature in black ink, appearing to be 'Adrian Williams', with a long horizontal stroke extending to the right.

Adrian Williams (Managing Director)

Reviewed: 15/04/2020

Revision	Date	Approved by	Comments
4	12/04/2019	Adrian Williams	Next Review: 12/04/2020
5	15/04/2020	Adrian Williams	Next Review: April 2021