

1. Environmental Policy

- 1.1 As a global service industry business, we will operate all work and business activities in a manner that ensures appropriate care and protection of the environment.
- 1.2 We will comply with all applicable legal and other local environmental obligations. We will be proactive in preventing adverse effects on the environment and continuously improving our environmental management systems and performance.

2. Organisation and Responsibilities

- 2.1 We regard environmental matters as a mainstream management responsibility. Executives and line managers are directly responsible for environmental matters in operations under their control. Management is accountable for environmental performance against objectives. Each and every employee is responsible and accountable for environmental matters in activities under their control.
- 2.2 We will encourage our Suppliers to adhere to the same environmental standards as we do.
- 2.3 We expect everyone to participate positively in achieving our environmental aims.

3. Our Beliefs

- Preserving the environment is our responsibility, individually and collectively.
- All employees must contribute to protecting the environment.
- All environmental incidents are preventable.

4. Our Aims

- Reduce waste at source and during operations.
- Minimise consumption of energy, water and other resources.
- Minimise releases of emissions that could adversely affect humans or the environment.

5. Our Commitment

To continually improve our environmental management system, this will be achieved by:

- Elevating environmental issues at all levels of the organisation and openly addressing them.
- Building environmental protection into our services and processes.
- Using natural resources, energy and land efficiently
- Evaluating environmental risk through a formal process, prioritising any deficiencies and correcting them.

Issued by: Bodycote plc Group Head of Safety, Health and Environment

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- Providing awareness training to all employees and contractors in their responsibilities with regards to environmental protection and sustainability issues.
 - Every location will have access to a Safety, Health and Environmental professional.

This statement has been approved by the Group Executive Committee and will be displayed and implemented at all facilities.

If you have any further questions please contact the Group Head of Safety, Health and Environment at Bodycote plc registered office +44 (0)1625 505300.

Policy owner:	Group Head of SHE
Second policy owner:	Head of Sustainability
Approved by:	Group CEO
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