

ENVIRONMENTAL POLICY

At Waterman Group, we are fully committed to the continual improvement of our environmental performance and implementation of our environmental management system which is certified to ISO 14001: 2015 standard.

Within our operation, management and working practices we strive to:

- Prevent pollution.
- Protect the environment in all aspects of our business and in particular to significant aspects of our operations, to prevent any adverse environmental effects.
- Operate with energy, water and resource efficiency as an intrinsic part of our day-to-day activities.
- Manage waste in accordance with the waste hierarchy, prioritising recycling and diversion from landfill wherever practicable
- Minimise the environmental impact, for the life cycle, (including disposal) of all plant, equipment, and other physical assets under our control.
- Promote environmentally sympathetic design and construction practices wherever possible.
- Promote awareness of environmental issues amongst staff, clients and other stakeholders.
- Comply with legislation regulations and relevant Codes of Practice to meet our compliance obligations.
- Reduce greenhouse gas emissions and work towards achieving Net Zero by 2050, supported by interim emissions reduction targets and annual reporting of progress. (Carbon Reduction Plan available on request).

Objectives, Targets and Management Programmes

Environmental objectives will be set and monitored by senior management at the required and designated intervals. Senior management are committed to the continual improvement of the environmental management system to enhance environmental performance.

This Policy is made available to our client's and their representative's, our technical sub-contractors, suppliers and all persons working for or on behalf of Waterman to promote environmental awareness and to gain their support to meet our environmental objectives. All our employees are briefed and made fully aware of our Environmental Policy.

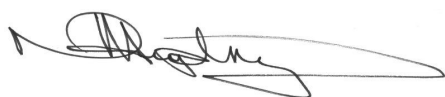
This document is reviewed at least annually or when significant changes occur.

Working in partnership

We aim to develop and refine our environmental policy by remaining abreast of current and future best practice developments and corporate environmental standards. To this end, we support the work of the organisations such as the Environment Council, Construction Industry Research and Information Association (CIRIA), the Chartered Institute of Waste Management and British Urban Regeneration Council.

Waterman is a corporate Member of the Institute of Environmental Management and Assessment (IEMA), a registered practice under the Chartered Institute of Ecology and Environmental Management (CIEEM) and hold a corporate membership with the Association of Geotechnical Specialist (AGS).

Our Environmental Impact Assessment (EIA) services are independently assured through the Institute of Sustainability and Environmental Professionals' (ISEP's) EIA Quality Mark, with successful re-assessment for 2025/26 demonstrating our continued compliance with the scheme's professional quality commitments.



Neil Humphrey
Chief Executive
Waterman Group plc