

# ENVIRONMENTAL POLICY



It is the policy of Linch-pin to continuously strive to provide a safe and healthy working environment for all employees, contractors and clients, and to ensure that in the execution of its works, impact upon the Environment is minimized to the fullest extent possible.

In order to meet the aspirations of the policy the following shall be implemented:

- Establish and maintain an Environmental Management System in accordance with the requirements of ISO 14001:2015
- Comply with environmental statutory and regulatory requirements and laws or seek to meet responsible standards where laws do not exist.
- Consider the effect of Linch-pin activities upon the environment during the planning of, design for, and execution of Linch-pin works.
- Assess environmental risks associated with the conducting of Linch-pin's business and put in place mitigating measures to eliminate or reduce risks to ALARP.
- Prevent pollution and the cumulative environmental impact of Linch-pin's activities on a local, regional and global scale.
- Encourage participation by employees and contractors in environmental awareness and training programmes.
- Strive for continuous improvement by monitoring activities, reviewing targets, and incorporating lessons learnt and best practices into future environmental policies, plans and procedures.
- Adopt responsible waste management practices by using environmentally friendly products and adopting the "Avoid, Reduce, Reuse, Recycle" principle.
- Seek to diversify Linch-pin's consulting activities into alternative forms of energy such as solar, wind, wave and tidal to better reflect community preferences and business sustainability.

A handwritten signature in black ink, appearing to read "Brett Wilson".

**Brett Wilson**  
**Managing Director**

December 2021

