

## Environmental Policy

The company believes that it has a moral obligation to protect the environment. We recognise that our activities have an impact on the environment and we are committed to minimising our impact. It is our policy to provide sufficient resources to:

- Comply with all relevant environmental legislation, regulations and any other requirements to which we subscribe.
- Define and review any actual and potential impacts that our activities may have on the environment.
- Prevent pollution, minimise waste and maximise the efficient use of resources.
- Strive for continual improvement by setting objectives and targets, and reviewing our performance on a regular basis.
- Identify and manage key risks and have plans in place so we can respond to all foreseeable environmental incidents and emergencies.
- Involve our employees and sub-contractors in our environmental programmes and make sure they have the necessary skills and information to carry out their roles effectively.
- Keep our employees informed by communicating our policy and objectives to them so they are aware of our performance.
- It is the responsibility of all of us to carry out our tasks to help meet our objectives and all are invited to contribute their ideas for improvement.
- On request our policy is made available to all including the public.
- Our policy will be reviewed annually and revised as necessary.
- The Compliance Director has the responsibility for formulating, implementing the policy and monitoring performance.

Signed:

A handwritten signature in black ink, appearing to read "S. Baillie". The signature is written in a cursive, flowing style.

Mr. S. Baillie  
Managing Director

Date: 3.12.09