



Environmental Policy

Introduction

It is the policy of the Company to ensure that its undertakings comply with current legislation and are accomplished in such a way as to ensure our Duty of Care responsibilities are fully discharged

Policy

The Company recognises that it has a responsibility to the environment beyond legal and regulatory requirements. The aim of this policy is to ensure the Company minimises the impact of its activities on the environment by continually improving its environmental performance as part of our business strategy and operating methods.

This policy aims to:

- Meet or exceed all the environmental legislation that relates to the Company.
- Incorporate environmental factors into business decisions.
- Minimise waste by ensuring operations are as efficient as possible.
- Increase employee awareness of environmental factors.
- Propose our Net Zero plans

The Company outlines our environmental hazards

- Reduce packaging as much as possible.
- Reuse and recycle where possible.
- Seek to reduce the amount of energy it uses.
- Evaluate the environmental impact of new products it purchases.
- Reduce the need to travel where possible.
- Encourage the use of greener transport.

Our Environmental Commitments

Pollution Prevention

- Five will implement robust controls to prevent spills, leaks, and contamination relating to tanker operations, waste transport, and drainage activities.
- Ensure safe handling, transfer, and disposal of all collected waste streams.
- Maintain equipment to minimise emissions, odours, and uncontrolled discharges.

Sustainable Waste Management

- We will maximise resource recovery by promoting recycling and responsible waste treatment.
- Working only with licensed disposal facilities and ensuring full waste transfer note compliance.
- Reducing landfill waste wherever possible through segregation, reuse, and waste-minimisation practices.

Climate & Carbon Responsibility

- Five will monitor and manage greenhouse gas emissions from fleet and site operations.
- Integrate low-carbon technologies and efficiency measures where feasible.
- Support our forthcoming Net Zero Proposal, which will outline the company's long-term decarbonisation pathway.

Training, Equipment & Awareness

- Five will ensure all employees understand their environmental responsibilities.
- We will continue providing regular environmental training, spill response practice, and toolbox talks.
- We will promote a culture of environmental responsibility throughout the organisation.
- We will invest in reliable, modern, and energy-efficient equipment to reduce downtime, improve operational efficiency, and minimise environmental impact.
- We will maintain equipment to a high standard to extend lifespan and avoid unnecessary replacement.
- We will select machinery and vehicle technologies that offer improved fuel efficiency, lower emissions, and reduced waste generation across their life cycle.

Continuous Improvement

- Five will Establish and review environmental objectives annually.
- We will conduct environmental audits and management reviews.
- We will track performance and implement improvements based on measurable outcomes.

Communication & Review

- Five will communicate to all staff, contractors, and partners.
- This policy will be made available to customers, regulators, and the public on request.
- This will be reviewed annually by senior management to ensure it remains effective, relevant, and aligned with our strategic environmental goals.

Non-Compliance

All employees have a role to play in enforcing the policy and are required to deal with any observed or reported breaches. Should employees feel apprehensive about their own safety in regard to addressing any breach, they should seek senior management support.

Failure to comply with this policy may lead to a lack of clarity over job role, learning needs or expected standards of performance, resulting in reduced effectiveness or efficiency, underperformance and putting service delivery at risk.

Any member of staff refusing to observe the policy will be liable to disciplinary action in accordance with the Company's Disciplinary Policy up to and including dismissal.

Implementation of the Policy

Overall responsibility for policy implementation and review rests with the Company senior management. However, all employees are required to adhere to and support the implementation of the policy. The Company will inform all existing employees about this policy and their role in the implementation of the policy. They will also give all new employees notice of the policy on induction to the Company.

This policy will be implemented through the development and maintenance of procedures for appraisals and one-to-one meetings, using template forms, and guidance given to both managers and employees on the process.

This Policy was approved & authorised by:

Name: Stuart Chown

Position: Director

Date: Dec 2025

Signature:


