

## 1.0 Introduction

The Concept Environmental Policy applies to all Concept work related activities undertaken at regional offices and on transient work sites.

## 2.0 Policy Implementation

Concept is commitment to this Policy is considered as fundamental to its business success and this Policy must be implemented by all Concept operations and businesses nationwide. The company has systems of training, monitoring, and accountability in place to ensure adherence to this Policy.

This Policy applies to:

- All Concept directors, officers, and employees
- All Concept operations, including all legal entities and business area units.
- Any other person or entity to the extent that they act on behalf of the Concept in any way, including consultants, contractors, suppliers, agents, or intermediaries
- All Company projects, offices, facilities, asset and concession companies and projects where the SHEQ Management Systems have been adopted

Concept recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all statutory, legal and client obligations relating to our premises and operational activities.

We are committed to protecting the environment, including preventing pollution and considering the impacts of, and adaptation to climate change in our operations and decision-making.

It is Concepts policy to cooperate with and maintain appropriate working relationships with all regulatory bodies.

By signing this Environmental Policy, the Managing Director gives approval to the environmental management system, supporting assessments and procedures.

## 3.0 Environmental Objectives and Principles

The objectives and principles of the Environmental Policy are:

- To establish and maintain Environmental Management systems which satisfy the requirements of ISO 14001:2015, all applicable statutory and regulatory requirements, industry best practice and any other client specific requirements
- To assess and regularly review the environmental aspects and impacts of the organisation's activities
- To provide information and training for employees in environmental issues
- Implementing measures to:
  - Minimise the production of waste
  - Minimise material wastage
  - Minimise the business generation of CO<sub>2</sub>
- Promotion and use of recyclable and renewable materials where practicable

- Prevention of pollution in all forms wherever possible
- Control of nuisance noise and vibration emissions from work related activities
- To take reasonable measures to reduce our carbon footprint
- To minimise environmental impacts from operations and activities undertaken by the organisation
- To ensure environmental objectives are set, monitored, and reviewed at regular intervals

## 4.0 Responsibility

The Managing Director has the overall responsibility for the Environmental Policy, the environmental system and encouraging commitment by personnel at all levels of the company.

Management representatives identified within the environmental procedures are responsible for the formulation, development, co-ordination, implementation, and monitoring of the policy throughout the organisation.

Senior management are expected to demonstrate leadership and commitment to the environmental management system by:

- Taking accountability for the effectiveness of the environmental management system
- Ensuring that the Environmental Policy and environmental objectives are established and are compatible with the strategic direction and the context of the organisation
- Ensuring the integration of environmental management system requirements into the organisation's business processes
- Ensuring that the resources needed for effective environmental management are available
- Communicating the importance of effective environmental management and of conforming to the environmental management system requirements
- Ensuring that the environmental management system achieves its intended outcomes
- Directing and supporting persons to contribute to the effectiveness of the environmental management system
- Promotion of continuous improvement
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility

All employees, contractors, and visitors are responsible for the success of the policy implementation by being aware of their responsibilities to ensure effective environmental management and compliance with legal and other relevant environmental regulations and requirements.

## 5.0 Communication and Review

The Environmental Management Policy is communicated to all employees, contractors and visitors.

A copy is displayed on employee notice boards at each office, published and made available in the company's HR management systems.

All employees are required to be aware of the content and communicate any queries to their line manager.

Copies shall be made available to interested parties on request, and a copy is published on the company website.

This Environmental Management Policy is evaluated as part of the overall annual review of the environmental management system to ensure its stated objectives are met.

Authorised by:



David Buckley

Managing Director

5<sup>th</sup> February 2026

## Revision History

VERSION	DATE	AMENDMENTS	OWNER	AUTHORISER
07	29/09/2020	Policy moved to new template and signature updated.	Helena Thompson	Natalie Bews
08	17/08/2021	Policy reviewed, updated to include monthly SMT meetings and updated Concept accreditations.	Helena Thompson	Natalie Bews
09	27/07/2022	Policy reviewed and updated to include ISO45001 and signature updated to CEO.	Helena Thompson	Milan Dedic
10	14/09/2022	Policy reviewed, CTS paragraph added to scope, signature changed from Milan Dedic to Natalie Bews – MD.	Helena Thompson	Natalie Bews
11	07/07/2023	General review. Reference to CTS amended to Phenna Group	Dave Cage	Natalie Bews
12	03/05/2024	Policy moved to a new template with the new logo	Meral Alagoz	Natalie Bews
13	03/12/2024	Policy revised to remove reference to labs and new managing director signature	Meral Alagoz	David Buckley
14	15/02/2025	Policy reviewed – no changes	Daniel Freeland	David Buckley
15	04/02/2026	The policy has undergone a comprehensive review, resulting in revisions to the structure, layout, and content.	Rhomell Davis	David Buckley