

The Apollo Civil Engineering Managing Director takes responsibility for the Company's Environmental Policy.

As a business, Apollo Civil Engineering has a legal and moral responsibility to minimise the environmental impacts of its business activities and ensure it remains compliant with current environmental legislation. This responsibility is shared with all our clients, shareholders and employees. Therefore, failure to effectively monitor and mitigate our environmental risks places the business at significant risk.

The company and all employees have an obligation to ensure we comply with our environmental responsibilities. Everyone must observe this policy and be aware of our environmental commitments. This policy statement has been implemented into our business management system and will be reviewed at regular intervals. This policy statement will be displayed on notice boards and brought to the attention of other stakeholders as required.

The Apollo Civil Engineering Management Team are committed to:

- Applying the principles of sustainable development, which aims to meet the needs of the present generation without compromising the ability of future generations to meet their needs
- Conducting our business activities whilst protecting or enhancing the environment
- Maintaining the highest practicable environmental standards, ensuring pollution prevention, and compliance with all environmental legislation, regulations and codes of practice that are relevant to its business activities, as well as other determined compliance obligations
- Managing and reducing environmental impact through the Integrated Management System and its continual improvement
- Continuously improving environmental performance through regular monitoring, measurement and review against set targets and objectives.

Responsibilities

Each manager must commit sufficient resources to ensure the following:

- The provision of sufficient training and coaching to ensure the competence of all staff
- That all operations are carried out in a manner which minimises adverse effects upon the environment and the community, as far as is practicable
- That the most energy and resource efficient techniques are utilised throughout the Company, encouraging waste minimisation, re-use and recycling
- That management and employees at all levels are fully aware of the environmental policy and understand their individual responsibilities
- Consultation, response, and communication of the Company's operations and environmental performance, good or bad, to employees, customers, the public (on request) and other bodies, where appropriate
- That environmental factors are considered within all business decisions.

This policy will be reviewed no less than annually

Signed:

Date: January 2024

A handwritten signature in black ink, appearing to read "N. Brown".

Managing Director