

# ENVIROMENT POLICIES

2025



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### Approval

All six of these environment policies contained in this document have been reviewed and approved by the organisation's board of directors.

A handwritten signature in black ink, appearing to read "Paul Birdsall", is positioned above the printed name.

Paul Birdsall  
Managing Director  
Birdsall Group Ltd

Date: 2<sup>nd</sup> January 2025

## 1. Net Zero Commitment

Birdsall made its Net Zero commitment in 2022 to ensure our Company contributed more to the protection of our environment.

We selected Net Zero International Ltd, a net zero and carbon emissions expert as our partner, to provide us with full carbon accounting software, training and consultancy support.

In 2022 Birdsall analysed our carbon footprint to benchmark our carbon emissions. We fully measured our Scope 1 and Scope 2 emissions, along with business travel, waste, and business travel from Scope 3. Our key carbon intensity measure will be CO<sub>2</sub>e per employee.

We will know and review progress of the full and accurate Scope 1 and Scope 2 carbon emissions, along with selected Scope 3 data, using recognized and auditable software supplied. All Scopes are calculated using the conversion factors listed in BEIS Greenhouse Gas conversion factors (June 2022 version).

Through this process we have joined the United Nations Race to Zero and have pledged to halve our emissions by 2030 and be a Net Zero business by 2050. We will gain certification from Future Net Zero and actively promote our actions and successes with our customers and suppliers, spreading awareness of our commitment.

Future Net Zero is a recognized Race to Zero partner and we have registered our commitment at the UNFCCC (United Nations Framework Convention on Climate Change). Net Zero International will support us to Pledge, Plan, Progress, Publish and Persuade our commitment, as per the Race to Zero guidelines. This is highlighted below.

**Pledge:** We **pledge** to halve our emissions by 2030 and reach Net Zero by 2050.

**Plan:** We created a full carbon reduction strategy **plan** in Q1 2023.

**Proceed:** We are **proceeding** ahead with expert support and staff engagement.

**Publish:** We will **publish** our emissions externally on an annual basis.

**Persuade:** We will engage with our suppliers to **persuade** them to reduce emissions.

Net Zero International will provide training to staff members to be able to use the carbon accounting software and to input our emissions data monthly. We will set up internal processes to capture the data needed for the system so that the relevant staff understand where to get the information in a timely manner and understand where it is held.

We have appointed carbon ambassadors who will promote our actions within the business and support behaviour change within our teams to address any areas that can be improved.

We have chosen a solution that will enable us to measure all Scope 3 emissions and intend to measure an increased number of Scope 3 measures.

We will engage our supply chain and ask them to demonstrate their carbon reduction plan.

## 2. Environmental Policy

Our Company recognise its responsibilities for the protection of the environment and environmental sustainability throughout its business activities.

Climate Change and Global Warming are challenges we both recognise and must address, as they affect our future. We recognise that as an organisation we must reduce our carbon footprint. It is essential that we as well as those associated with our business take action to reduce carbon production.

Our Company seek to adopt the highest environmental standards in all the products, materials and services supplied to our customers, the working conditions for our employees, our relationships with the local community and all activities which we carry out.

Our Company maintain management systems, procedures, and training plans to ensure, as a minimum, compliance with all relevant laws, regulations, and standards.

Our Environmental Management Systems are certified to ISO 14001. Our Compliance Manager is responsible for our environmental performance which is integrated into our core business processes.

Our Company strive for continual improvement through the protection of the environment and the prevention of pollution in everything that we do. To this end we have:

- Formally identified those aspects of our operations that can have an impact on the environment & documenting these in our Register of Environmental Aspects & Impacts
- Formally identified and complies with all applicable environmental legislation as documented in our Register of Legislation including:
  - The Environmental Protection Act
  - Applicable Waste Regulations
  - Fluorinated Greenhouse Gas Regulations – F-Gas Regulations
  - Ozone Depleting Substances (ODS) Regulations
- Implemented and operated for many years ISO14001 Environmental Management procedures which includes regular internal and independent audits and reviews.
- Established environmental objectives in alignment with our Business Strategy which are monitored and reviewed on a regular basis

Our Company recognise our environmental responsibilities and our obligation to contribute to the resolution of global and local environmental issues by reducing our environmental impacts and by taking a leading role in promoting environmental good practice,

The aim of our Environmental Policy is to ensure the correct specification, usage and safe handling of any products, materials and services which may possibly harm or endanger the environment, by having in place set documented procedures to achieve this end.

Our Company will maintain our F-Gas Registered Company and Elite Membership status with Refcom and our Registered Company status with Gas Safe.

All our employees are aware of and accept their responsibilities in accordance with these above Acts and Regulations as far as is reasonably practicable.

All our Company employees will receive specific instruction, where it is applicable to them, on:

- Identification of their environmental responsibilities
- Awareness and improvement of environmental care and protection.

- The correct procedures in handling or using products, materials or services that are potentially harmful to the environment.
- The availability of environmentally friendly products relevant to our industry.
- Refrigerant Handling

The Company expects each and every one of its employees to take reasonable precautions, exercise due diligence, and use specialized equipment provided by the Company to comply with the Company's Statement of Environmental Policy and to take all reasonable steps to co-operate with his or her employer in order that all relevant statutory provisions are complied with.

All our sub-contractors will also be expected to comply with this Statement of Environmental Policy and to conduct their work whether at our, or at our customer's premises in an environmentally responsible manner as specified by Birdsall Group' management.

### 3. Sustainability Policy

Our Company can make a valuable contribution to a more sustainable world.

Our Company will encourage efficiency & initiatives to help improve the environment and efficient energy use through its activities and across our customers buildings and our own offices.

Our Company undertakes to:

- Adopt best operational practices to reduce environmental impacts of both our own and our customers activities.
- Measure and take action to reduce the carbon emissions of our activities and ensure our buildings and services are able to adapt to climate change.
- Carbon emissions - Our objective is to manage and reduce our overall carbon emissions.
- Materials - Our suppliers and us to be aware of, and promote, materials with reduced environmental impacts
- Recycling – We will reuse materials whenever viable and maximise the use of recycled or secondary content in products and packaging.
- Reducing Waste - Where practical to reduce waste we shall endeavour that products supplied will be able to be reused, recycled, or recovered.
- Packaging - Use of primary, secondary, and tertiary packaging will be minimised to that required to be fit for purpose. As a preference tertiary packaging will be made from materials that can be reused (e.g., plastic returnable transit packaging). All other packaging materials should be able to be recycled or recovered by commonly available methods in the UK
- We will monitor, manage, and minimise our use of energy, water, and materials.
- Travel – We will minimise the environmental impact of travel to our offices and customer sites
- Vehicles – We will use low emission transport modes where practical
- Waste – we will minimise the amount of waste we produce and encourage greater reuse in recycling.
- We will ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services.
- We will consider environmental factors in our decisions and activities including giving due consideration to environmental issues and energy performance in the design, refurbishment, and use of buildings and activities
- We will encourage and develop our employees, volunteers, partners, and stakeholders to conduct their activities in an environmentally responsible manner.

To ensure we meet our commitments, we undertake to periodically monitor and review our environmental & energy performance and take corrective action where necessary.

This policy will be reviewed annually in conjunction with our ISO 14001 accreditation.

## 4. Environmental Waste Management Policy

### Waste Regulations

The Regulations require businesses to apply a Waste Management System when transferring waste and include a declaration on their waste transfer note.

A two-tier system for waste carrier and broker.

Whenever waste is passed to someone else, a declaration will have to be made on a waste transfer note or consignment note for hazardous waste.

The transfer or consignment note will need to include the standard industrial classification (SIC) code of the person transferring the waste.

From January 2015 the regulations require the separate collection of wastepaper, metal, plastic and glass.

### Why worry?

Any process that begins with raw material ends up with a product that will eventually become waste. Indefinite use of raw materials is not sustainable – if we do not manage resources they will eventually run out!

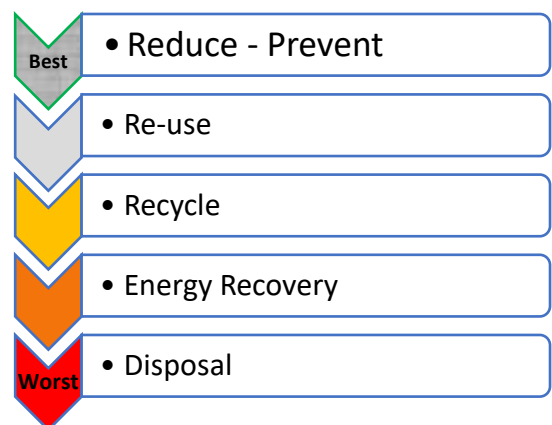
By reducing the resources, we use in the first place, controlling our waste, and using more sustainable management techniques we can help to keep valuable resources for longer.

Waste management becomes a huge part of the change’s society needs to make to minimise our future impact on the Environment. Burying our rubbish will not make it disappear. Aside from taking up valuable space, waste to landfill is both unsightly and a potential hazard to human health and the environment!

Remember you cannot create and destroy matter – it merely changes from one form into another. Ultimately it still needs to be dealt with – so where possible we may as well change it into something we can use!

### What do we need to do?

- Reduce / Prevent: Think about what we are using in the first place to try and minimise waste.
- Re-use / Recycle: If waste is produced can we get someone to repair, re-use or recycle it? (On or off-site)
- Energy recovery: if it is to be disposed of, will it go to a facility which creates energy and material as a by- product?
- Are there any other options? Because landfill and incineration must be a last resort.



## 5. Gas Policy

Birdsall Group Limited recognizes its responsibilities for the effective safe management of all aspects of Gas use and the effects of consumption throughout its business activities.

Our policy has been developed in line with best practice, Gas Safe guidance, and industry knowledge.

We seek to encourage and adopt the most practical and cost-effective solutions in all the products, materials and services supplied to our customers. We consider Gas improvement and the consequential effects this has on the environment and operating costs in everything that we do.

To this end Birdsall Group has:

- A minimum of 5% of gas work and documentation carried out on site by gas operatives is to be audited to ensure correct completion by our Gas Compliance Team
- This is to ensure that company procedure is complied with and that all those engaged in work on gas systems comply with the requirements of legislation
- The audits are to be completed on a regular basis throughout the year by the Gas Compliance Team
- The Gas Compliance Team should compare documentation completed by the gas operative against documentation required to be produced depending on the type of work being carried out and any non-compliance's found

Any faults found during an audit relating to items below, will either be rectified as part of and during the audit or made safe in line with Gas Safe regulations and completed within the required time limits:

- Ventilation requirements
- Flue operation
- Appliance gas input (gas volume/burner pressures)
- Safe operation of appliance as per manufactures instructions and relevant IGE/IGM BSS documents

Where applicable we will adopt environment & energy saving solutions.

We will ensure the correct specification, safe usage and maintenance of equipment supplied, installed, and serviced by us on behalf of our customers as well as that operated by us within our own organisation.

All our employees are aware of and accept their responsibilities to operate in accordance with the Company Gas Policy as far as is reasonably practicable.

The Company expects each and every one of its employees to take reasonable precautions, exercise due diligence, and use specialized equipment provided by the Company to comply with the Company's Gas Policy and to take all reasonable steps to co-operate with his or her employer in order that all relevant statutory provisions are complied with.

All sub-contractors will also be expected to comply with this Gas Policy and to conduct their work whether at our, or at our customer's premises with due regard for environment, energy & health & safety as specified by Birdsall Group' management.

## 6. F-Gas Policy

The Birdsall policy on refrigerant gas is as follows:

- Birdsall Group cares about the environment in all its forms and recognises that concern for the environment should be an integral and fundamental part of the business.
- Is aware of the effect of its operations in the environment; its objective is to balance the need to achieve its business aims with the need to protect and improve the environment.
- Conducts its operations to comply with F-Gas & Refcom compliances and existing environmental legislation.
- Continually reviews its F-Gas commitments and environmental performance to minimise energy consumption and maintain efficiency.
- Maintains an integral & open information policy towards all parties affected, interested and involved in its activities.
- Responds to the needs of its customers, staff, employees and the concerns of local communities and other interested parties.
- Sub-contractors and others who visit or work at any Company Facilities or locations will be held accountable for ensuring that environmentally proven practices and procedures are followed.
- Environmental pollution violations, incidents or hazards associated to this policy should be brought to the immediate attention of all management

Appropriate resources will continually be made available to ensure the Refrigerant Gas Policy is implemented in full.

As an essential part of the company's integrated management system, this Policy will be reviewed on a regular basis to ensure that it continues to demonstrate effective F-Gas commitment.

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