

ENVIRONMENTAL POLICY

Hawley Group has been delivering professional services since 2010. We recognise the impacts operations may have on the environment and are committed to minimising and (where practical) preventing pollution. We are committed to complying with applicable legislation and other legal requirements to which Hawley Group subscribes which relate to our environmental impacts.

We are fully committed to comply with the requirements of the ISO 14001: 2004 Standard and to continually improve the effectiveness of our Environmental Management System covering all areas of our business.

This policy provides a framework for setting and reviewing our environmental objectives and targets. Our current objectives focus on:

1. Reducing Paper Usage
2. Improving Audit Statistics
3. Reducing Electricity Usage
4. Reducing CO2 Levels
5. Increasing Recycling Initiatives

These objectives are used as a basis to measure and improve our performance ensuring compliance. The Directors have overall responsibility for the implementation of this policy. The Office Manager acts as the Environmental Management Representative, overseeing all matters.

This policy, along with other policies, is available to the public on our website at all times and internally to all staff on our internal filing system as well as being displayed on notice boards in all our sites. All staff have been made aware of their individual responsibility during awareness sessions to take care of themselves, the environment and others to co-operate with the business to fulfil its duties under legislation and this policy.

This policy reflects the nature, scale and environmental impacts of Hawley Group activities, products and services. This policy is reviewed and maintained for continuing suitability during our management meetings and annual reviews of all policy documentation.

A handwritten signature in black ink, appearing to read "Andrew Hawley".

Andrew Hawley
Group Managing Director

9th April 2019