

Policy on Environmental Management



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Document purpose and scope

This document sets out the Environmental Policy of JBA Group Limited and its subsidiary operating companies, collectively known as 'JBA'. It covers activities undertaken by the Group throughout all office locations and operations worldwide.

This document will be reviewed for continued suitability, will be communicated within the JBA Group and, if appropriate, made available to interested parties. The review interval for this document is 2 years.

Policy statement

We are committed to minimising the environmental impact of our operations and activities, as far as is reasonably practical, and using our influence to promote better environmental outcomes. Concern for the environment is integral to our professional activities and we are committed to its protection, including the prevention of pollution.

We maintain and continually improve our Environmental Management System (EMS) so that, as a minimum, it satisfies the applicable requirements of the international standard ISO 14001:2015, is appropriate to the nature, scale and environmental impacts of our activities and services and enhances our environmental performance.

We are committed to fulfilling our compliance obligations and conduct our operations in accordance with the requirements of our EMS. We will comply with all legislation, standards, statutory and other obligations, client policies and best practice, where required, reasonably possible and relevant to our activities and the jurisdictions in which we operate.

Purpose

This policy, in conjunction with our [procurement](#), [energy use](#), [biosecurity](#), [health and safety](#), and [sustainability](#) policies, aims to support continual improvement in our operations to help us protect the environment by reducing the impact of our activities on the environments in which we operate.

Responsibilities

The JBA Group Board is accountable for the effectiveness of the EMS, its integration into business processes and ensuring it achieves its intended outcomes. It is responsible for the content and implementation of this policy.

The IMS Manager is responsible for ensuring our EMS conforms to the requirements of ISO 14001 and for reporting on the performance of the EMS and the environmental performance of the JBA Group.

Operating Company Directors and the Head of Group Support Team are responsible for taking measures to help their staff act in compliance with this policy.

Line managers are required to check that their staff are aware of this policy.

EMS representatives in each office are responsible for checking office procedures operate in accordance with our environmental policy; monitoring and reporting in relation to our environmental targets; and raising awareness within their office of our EMS.

All staff are required to comply with the policy requirements and share responsibility for our performance in implementing it.

Implementation

We maintain our EMS within a process-based Integrated Management System (IMS) that also controls and documents our quality, health and safety and information security management processes. Our IMS is a documented system with defined processes and procedures that enable us to provide services that consistently

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meet client and other applicable statutory and regulatory requirements. All IMS policies, procedures and documents are accessible by all staff via our intranet.

The JBA Group Board, in consultation with the Operating Company Boards, plans environmental objectives aligned to our business strategy and significant environmental aspects. We monitor and measure our performance against these objectives throughout the year and cascade the results throughout the Group and, where appropriate, make available to interested parties.

We provide adequate and appropriate resources, including people, infrastructure and working environments, to establish, implement, maintain and improve the IMS. We assess the continuing suitability, adequacy and effectiveness of our IMS via regular management reviews.

Strategic risks and opportunities associated with internal and external issues that may affect the ability of the IMS to achieve its intended outcomes are addressed in our risks and opportunities register. We maintain an environmental risk register that identifies the environmental aspects and impacts we can either control or influence within our activities and services. This considers the life cycle impacts of our actions and decisions and determines the significant environmental aspects to be taken into account within our EMS.

We maintain a legal register that provides access to applicable legislation and records compliance with legal and other requirements relevant to our activities and environmental aspects. These requirements are taken into account within our EMS.

We are working to achieve membership of the Environmental Impact Assessment (EIA) Quality Mark scheme. This allows organisations that lead the co-ordination of statutory EIAs in the UK to make a voluntary commitment to excellence in their EIA activities, and to have this independently reviewed and verified.

Our office and site management procedures enable us to operate in a way that prevents pollution wherever possible.

We maintain standards of biosecurity in our offices, sites and field operations appropriate to the level of risk thereby helping to keep animals, crops, forests and woodlands and other habitats free from disease and to prevent the introduction and spread of disease or invasive non-native species.

We manage our energy use and purchasing responsibly and maximise energy efficiency wherever possible. We purchase a significant percentage of our electricity from renewable sources.

We communicate our environmental policy, significant environmental aspects and information regarding our EMS to all staff and persons working on behalf of JBA and promote understanding of how their activities have an impact on the wider environment.

We check that all staff, suppliers or persons performing tasks for JBA that have the potential to cause a significant environmental impact are competent, and we provide training and supervision where appropriate.

We maintain emergency preparedness and response procedures within our business continuity plan to prevent and mitigate environmental impacts.

We conduct internal audits of our IMS in accordance with our planned audit schedule to ensure consistent conformity to requirements. Lessons learned are disseminated across the Group.

Approval

This document was approved by the Board of JBA Group Limited on 09/01/2018.

Executive Chairman

JBA Group