



Environmental Policy Statement

Safety, Health, Environment and Quality

HSQ003

October 2025 v1.6

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1. Approval

Date of Initial Published Version:	4 th March 2019
Name and Title of Approver:	Steve Birdsall CEO
Date of Approval:	23 rd October 2025
Classification:	Public

This Environmental Policy Statement was originally published by Stephen Berry, SHEQ Manager for Gaist Solutions. Please contact stephen.berry@gaist.co.uk with questions, comments and improvement ideas.

2. Revision History

The following revisions have been made since initial publication:

Revision Date	List of Changes	Author	Approval
V1.0 4 th March 2019	Internal published version	Stephen Berry QM	Paula Claytonsmith MD
V1.1 22 nd October 2019	Minor amendments for public release	Stephen Berry QM	Paula Claytonsmith MD
V1.2 15 th October 2020	Annual Review. Amended to corporate format.	Stephen Berry QM	Paula Claytonsmith MD
V1.3 18 th January 2021	Review and amendments to ensure ISO compliance.	Stephen Berry QM	Paula Claytonsmith MD
V1.4 14 th June 2021	Minor amendment to ensure ISO compliance.	Stephen Berry SHEQ	Paula Claytonsmith ED
V1.5 5 th October 2022	Periodic review. Conversion to latest corporate format.	Stephen Berry SHEQ	Steve Birdsall CEO
V1.6 23 rd October 2025	3 yearly review: No fundamental changes.	Stephen Berry SHEQ	Steve Birdsall CEO

3. Introduction

The Directors have prepared the following policy in respect to environmental management. It will enable The Company to meet legal and other obligations.

Gaist Solutions Limited is committed to the protection of the environment, including prevention of pollution and other specific commitments relevant to the context of the organisation.

The Company will:

- a) consider the impact its activities may have on the environment;
- b) ensure compliance with regulations, directives and policies;
- c) ensure that any risk of pollution in relation to its activities is identified and arrangements made for mitigation or elimination by acceptable management;
- d) ensure that advice is sought from relevant sources where appropriate in order that actions may be carried out effectively.

The Company will seek to develop and maintain a continually improving management system which is designed to comply with relevant standards. Objectives for continual improvement of the system will be set annually during Management Review.

4. Scope of Policy Statement

This statement covers all buildings, goods and services used and provided by the Company and everyone working for us. It concerns the immediate impacts of our activities and policies.

The policy excludes the indirect impact of our services that we cannot control or influence and also our suppliers' impact that we are unable to influence.

5. Policy Statement

Gaist Solutions recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, be a responsible neighbour and to provide a comfortable environment for its employees to work in.

As such, the Company is committed to:

- Continual improvement in the environmental impact of its business activities
- Protecting the environment
- Preventing pollution
- Complying with all relevant legal, customer, and other third-party requirements
- Adopting best practices applicable to its activities wherever practicable

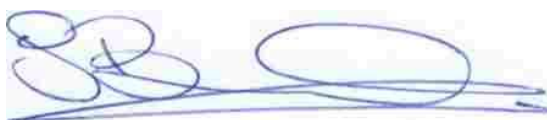
The Company will achieve these commitments by:

- The implementation and maintenance of an Environmental Management System that is independently certified as compliant with ISO 14001:2015
- Employing processes that identify the aspects of the Company's business that have an environmental impact and quantifying the significance of each aspect
- Maintaining an environmental performance improvement programme to enable the objectives to be achieved
- Ensuring that our employees, suppliers and customers are aware of their role in supporting the Company's commitments and environmental objectives
- Training our employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives
- Continually monitoring the environmental impact of its business activities

The implementation of this Environmental Policy is fundamental to the success of the Company's business and should be supported by all employees as an integral part of their daily work.

This Policy is available to interested external parties upon request.

Steve Birdsall



Chief Executive Officer