

ENVIRONMENTAL POLICY

Harlow Group is dedicated to preserving and protecting the health and safety of our Employees and the Environment. We are committed to complying with all applicable environmental, health and safety requirements and to continual improvement of our management system.

Harlow Group shall continue to monitor changes in legislation and regulation, as well as external environmental factors and assess these regularly in line with its PESTLE based strategic risk framework.

Harlow Group will continue to control all activities that could impact on the environment of our immediate neighbours and the ecology of our planet by maintaining the following policy points:

- *Prevention of pollution and waste through effective recycling and consideration of both atmospheric discharge and waste minimisation on all process equipment.*
- *Hazardous waste will be removed and disposed of only by licensed operators.*
- *Ongoing training of all employees focussed towards environmental protection using specific training methods and effective communication of the company's Environmental Policy and Objectives.*
- *Commitment to full compliance and awareness to local and national environmental legislation and to customer's requirements. This includes operating product specific tracking and providing associated declarations in line with RoHS, REACH and Proposition 65.*
- *Work with Suppliers and Sub-Contractor Services to establish environmentally focussed partnerships.*
- *All materials and manufacturing are lead and cadmium free.*

Signed: _____


Alan Pearce
Managing Director
Harlow Group Ltd.

Date: 16-10-2018