

ENVIRONMENTAL POLICY

(SBL-POL-003)

Simpson Booth Ltd is committed to minimising the impact on the environment arising from its business activity.

Simpson Booth's scope of service includes:

"Executive search, permanent placement and temporary/contractor recruitment as well as the provision of complete HR and recruitment outsourcing solutions for a range of industries."

Simpson Booth Ltd is committed to establishing sustainable solutions as an integral element of its business activity and will engage with its clients and suppliers in establishing the strategies that will achieve a reduction / minimisation of potential waste and emissions in supporting the conservation of natural resources through the development of innovation.

Simpson Booth Ltd will:

- ✓ Operate an Environmental Management System compliant with the requirements of ISO 14001:2015.
- ✓ Identify aspects and impacts that could adversely impact the environment and apply effective measures to eliminate or control.
- ✓ Review of statutory, regulatory and industry standards and requirements to ensure compliance.
- ✓ Establish and review environmental objectives that place an emphasis on performance improvement.
- ✓ Consider the environment and associated risks in every business decision.
- ✓ Develop environmental responsibility among our employees and contractors.
- ✓ Promote environmental awareness amongst our personnel and suppliers.
- ✓ Respond to environmental concerns.
- ✓ Effectively communicate this policy to all personnel, suppliers and interested parties.
- ✓ Commit to prevention of pollution and waste minimisation resulting from our operations.

Simpson Booth Ltd have adopted a process approach which is in accordance with ISO 14001:2015 and will review its effectiveness at regular intervals as continued improvement is a primary management objective. Achievements against a formal developed Strategic Business Plan will be continuously monitored.

This policy is issued to clearly demonstrate the Management's commitment to the implementation of the principles of this standard. Simpson Booth Ltd will ensure the company's Management System is consistently effective and that all personnel accept and embrace our defined responsibilities in this respect.

This policy has been reviewed and approved by the Managing Director of Simpson Booth Ltd and the effectiveness of this policy will be reviewed and revised on an ongoing basis.

R. Stewart, Managing Director
7th October 2019