

## ENVIRONMENTAL OBJECTIVES & TARGETS

The following environmental objectives and targets have been established for the next twelve months (Jan-Dec 2026):

1. Monitor the Energy Efficiency of our business with the aim of a 2% reduction on previous year's figures
2. Business Systems ensure ongoing implementation and where possible continuous improvement of the Environmental Management System to ISO 14001 standards.
3. Continue to monitor waste to landfill and recycling volumes with a view to reducing cumulative waste to Recovery by 2% and promoting recycling.
4. Maintain a Carbon Management Plan and Carbon Neutrality.
5. Determine external and internal environmental issues that are relevant to the company's activities.
6. Determine the interested parties that are relevant to the environmental management system and determine their requirements.
7. Consider the issues identified in (5), the requirements in (6) and determine the environmental risks and opportunities that need to be addressed and consequent actions required.
8. Continue using and maintaining a Solar PV system at Orion House HQ
9. Continue using and maintaining an Air Source Heat Pump System at Orion House HQ

Approved:



Paul Savage  
Managing Director

Date: 07/01/26  
Review Date: 31/01/27

## ENVIRONMENTAL OBJECTIVES & TARGETS (Cont'd)

Our overall environmental objective will remain as the minimization of impacts on the environment and local community through the continuous improvement of our environmental performance.

This will be achieved by:

- a) The development and maintenance of management systems and empowerment of employees to ensure that environmental factors are part of our decision making process.
- b) Ensuring compliance with environmental legislation as a minimum standard for the performance of our business.
- c) Ensuring a commitment to the prevention of pollution at all times.
- d) Engaging in open dialogue with those affected by the environmental performance of our business.
- e) Striving to improve our overall environmental performance through auditing and targeting.
- f) The inclusion of environmental awareness training in identified training needs and records.
- g) Performance and tracking against our environmental objectives and targets
- h) Regular monitoring and review of our environmental performance.
- i) Taking due account and appropriate action of the findings of internal and external environmental audits.