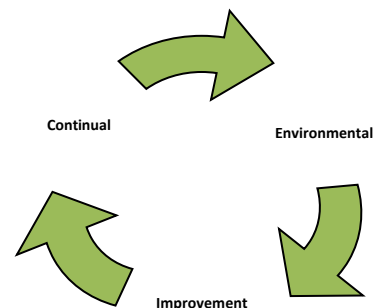


## Environmental Policy

Omega Resource Group Ltd & DatumRPO (part of the Passionate about People Group) are committed to conducting out activities with minimal impact on the natural and human environments and preventing pollution wherever possible. The group seeks continual improvement as a primary aim of its environmental agenda and will regularly review the Group's environmental performance and policies. The group seeks excellence in every aspect of its business and is committed to minimising the environmental impact of its business operations.



### The Group will:

- Comply with legal requirements within all environmental aspects
- Implement environmental improvement to ensure operations at best standards
- Avoid the use of materials from non-renewable sources or materials that involve significant impact on the environment
- Use natural resources as effectively as possible
- Use suppliers and contractors that are environmentally responsible
- Regularly monitor environmental performance

### Aims & Objectives

<b>Energy</b>	The group will strive to minimise the use of energy; ensuring that all building lights, printers and PC's are switched off when all employees have left the site. Stand-by settings are used on printers, fax machines and photocopiers throughout the day and all machines completely shut down every evening.
<b>Legislation</b>	The group will meet the requirements of all environmental legislation applicable to all sites.
<b>Waste</b>	Where possible the group will eliminate the use of paper in all offices, encouraging employees to 'think before they print'. Where paper cannot be eliminated, all waste paper will be recycled. Other waste created by the group will be reduced where practicable and applicable. Any waste that cannot be removed using office bins etc will be removed by a licensed contractor.
<b>Procurement</b>	When purchasing the group will strive to obtain products that are environmentally friendly and where possible to ensure that our suppliers have proven environmental performance.
<b>Vehicle Management</b>	The group will continue to minimise non-client related company travel using e-mail and telecoms to conduct communications with suppliers etc. Undertake a vehicle management programme to ensure that wherever possible environmental impacts are reduced i.e. journey planning, car share, using public transport etc.
<b>Training</b>	The group will train their employees to ensure they understand the actual and potential environmental impacts within this environmental policy.
<b>Communication</b>	The group will actively promote and communicate environmental issues within the company, employees, suppliers and customers. This statement will be made available to all employees and any associated companies to the group.

### Our commitment is to:

- Continuously improve our environmental performance and integrate recognised environmental management best practice into our business operations.
- Reduce our consumption of resources and improve the efficient use of those resources.
- Measure and act to reduce the carbon footprint of our business activities to meet our published objectives and targets.
- Manage waste generated from our business operations according to the principles of reduction, re-use and recycling.
- Manage our business operations to prevent pollution.
- Give due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of buildings.
- Ensure environmental, including climate change, criteria are considered in the procurement of goods and services.
- Comply as a minimum with all relevant environmental legislation as well as other environmental requirements to which the firm subscribes.
- To maintain our ISO 14001 certification through rigorous monitoring and review of our performance.

### To meet our commitments, we will:

- Provide the Board of Directors with an overview of environmental policies and performance, and allocate resources for their effective direction and implementation.
- Set and monitor key objectives and targets for managing our environmental performance at least annually.
- Communicate internally and externally our environmental policy and performance on a regular basis, and encourage feedback.
- Communicate the importance of environmental issues to our people.
- Work together with our people/employees, service partners, suppliers, landlords and their agents to promote improved environmental performance.
- Review our environmental policy regularly throughout the audit process.

**Alan Beresford, CEO**  
**Date: 1<sup>st</sup> August 2018**  
**Review date: 1<sup>st</sup> August 2019**