

FEBRUARY 8, 2024

## ENVIRONMENTAL POLICY

HUB Engineering Ltd is dedicated to minimizing the environmental impact of our activities and operations. We are committed to complying with all relevant environmental legislation and adhering to best practices in environmental management within the industry. Our environmental strategy is centred around the following key principles:

**Minimize Waste:** We will continuously evaluate our operations to identify opportunities for increased efficiency and waste reduction. Through careful management and resource optimization, we aim to minimize waste generation across all aspects of our business.

**Reduce Emissions:** We are committed to minimizing toxic emissions by carefully selecting and maintaining our fleet and power sources. Through the use of efficient technologies and sustainable practices, we strive to minimize our environmental footprint and contribute to cleaner air quality.

**Promote Recycling:** We actively promote recycling both internally and externally, encouraging our employees, customers, and suppliers to participate in recycling initiatives. We provide adequate facilities and support for the recycling of materials such as scrap metals, office paper, waste oils, and other recyclable materials.


**Sustainable Product Range:** We seek to source and promote a product range that minimizes environmental impact throughout production and distribution. This includes selecting materials and suppliers that prioritize sustainability and environmental responsibility.

**Compliance and Beyond:** We are committed to meeting or exceeding all environmental legislation relevant to our operations. In addition to compliance, we strive to adopt voluntary environmental practices that further reduce our environmental impact and contribute to the preservation of natural resources.

**Greenhouse Gas Emissions Offsetting:** We utilize accredited programs to offset the greenhouse gas emissions generated by our activities. By investing in carbon offset initiatives, we aim to mitigate the environmental impact of our operations and contribute to global efforts to combat climate change.

**Continuous Improvement:** Our environmental policy serves as the foundation for setting and achieving our annual environmental objectives. We regularly monitor our progress and performance against these objectives, adjusting as needed to enhance our environmental performance.

**Employee Involvement and Training:** We value the involvement and commitment of our employees in promoting environmental sustainability. We provide training and resources to ensure that all employees understand and actively contribute to our environmental goals.



This environmental policy will be regularly reviewed and updated to reflect changes in our business activities and environmental impact. It is communicated to all employees and stakeholders to foster a culture of environmental responsibility and continuous improvement throughout HUB Engineering Ltd.

JAMIE MILLERSHIP  
MANAGING DIRECTOR

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