

Environmental Policy

The scope of business for On-Site Personnel Limited & On-Site Recruitment Limited (The Company) is,

“Recruitment Specialists to the Construction, Mechanical, Electrical, Engineering, Data and Facilities Management Sectors

The Company headquarters located in Trafalgar House, 223 Southampton Road, Portsmouth, Hampshire, England PO6 4PY, provides services as identified within the company scope to customers throughout the UK and is committed to an ongoing policy to ensure that it involves meeting and surpassing the customer's expectations and operational needs through interpreting the clients brief and requirements.

The Company has established/implemented a formal Integrated Management System (IMS) which is operated in accordance with ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management Systems) & ISO 45001:2018 (Occupational Health & Safety Management Systems) this ensures all Policies are subject to ongoing review via formal Management Review Process, including setting/reviewing environmental objectives and targets and associated risks and opportunities (Risk Register).

The Company is committed to a policy of Environmental Management throughout all its activities, in meeting the requirements of ISO 14001:2015, ensuring that the services are provided in such a way to protect the environment in which we work and minimise adverse environmental effects. The Company not only aims to simply comply with applicable environmental legislation but strives to attain higher standards through the adoption of recognised good practices.

The Company will continually improve environmental standards throughout the business. The Company will raise the environmental awareness and commitment of our employees through structured education and communication and will require the adoption of sound environmental principles amongst the sub-contractors and suppliers alike.

The Company will set quantifiable objectives and targets and identify environmental aspects. The Company will monitor progress by measuring the key environmental impacts and will use this information to target improvement in all areas of the environmental performance.

The Company will ensure that these objectives are achieved by:

- compliance with all relevant environmental legislation, regulations and other requirements in relation to its environmental aspects.
- re-use or re-cycling of waste materials whenever possible, prior to disposal.
- minimising the use of resources (materials, fuel and energy) thereby reducing wastage.
- minimising all emissions and discharges (noise, gaseous, solid and liquid) ensuring compliance with all regulatory controls.
- consideration of environmental effects and commitment to pollution prevention in all business decisions including the purchase and disposal of materials and/or equipment and the adoption of new technology/processes including life cycle prospective.
- encouraging all third parties involved with our business to adopt a policy of environmental management.

- providing adequate resources for the achievement and review of the policy objectives.

Emphasis will be given to the prevention of pollution, the protection of wildlife and habitats, and the protection of controlled waters. The Company will promote the use of sustainable materials and effective fuel and waste management in the operations, and endeavour to minimise the effects of noise, dust, disturbance and inconvenience to others.

Within this overall objective, the Company recognises it has both a moral and legal obligation to ensure that it works safely and to ensure that other work safely. To this end, the Company maintains a Health & Safety Policy and Associated Arrangements. All members of the Company including personnel working on behalf of the Company are required to work within the framework of this policy.

The Company also operates an Integrated Management System which meets the requirements of ISO 45001:2018 whilst encompassing the above H & S Policy and Associated Arrangements.

The nature of the activities places emphasis and demands on the competence and experience of the staff employed. High levels of responsibility and reliability are associated with all aspects of our work and a commitment to continued professional development and training exists to ensure that all staff are suitably competent and qualified to meet these requirements.

All new or existing personnel and persons working on behalf of the Company are made aware of the Environmental Policy either during internal communication (e.g. displayed within the Company workplace), on-going training or Company Induction.

The Environmental Policy is supported by systems and processes that are aligned to ISO 14001:2015 requirements and is communicated to all employees, sub-contractors and other personnel working on behalf of the Company. This policy is a strategic business tool and supports the corporate philosophy to provide an innovative, compliant and sustainable service to the industries in which the Company operates.

The Company Environmental Policy is also made available to the public and other interested parties either electronically via the website and/or via hard copy issued on request.

The CEO and SHEQ Director has delegated responsibility for maintenance of the Integrated Management System to the Group Operations & SHEQ Manager (Management Representative) who has full authority to carry out the Environmental Policy of the Company and is responsible for advising and informing the staff on environmental matters.

All Company personnel are required to co-operate with the Management Representative in carrying out this task.

This Environmental Policy is approved by the undersigned and is the authoritative document relating to Environmental Management within the Company.



Ryan Deacon
Operations Director
March 2026