

It is the aim of On-Site Personnel Limited & On-Site Recruitment Limited (the Company) to follow and to promote good sustainability practices, to reduce the impacts of its activities on the environment and to help its clients and partners fulfil their own obligations.

The Company accepts its responsibility as an employer for providing a sustainable working environment and will take all necessary steps within its power to ensure that it fulfils the following obligations:

- Reduce the consumption of raw materials used within its operational locations including energy, water and gas.
- Minimise waste production at our operational locations and divert it from landfill through increased re-use, recycling and recovery.
- Encourage sustainable travel practices through the purchase of modern fuel-efficient vehicles and an active policy of vehicle replacement.
- Encourage staff to utilise public transport including local bus, train and tram facilities.
- Minimise the risk of pollution and environmental damage from incidents and emergencies by ensuring all environmental aspects and impact are appropriately managed.
- Consider sustainability in the procurement of goods and services by ensuring that our key supply chain partners adopt the correct social and environmental practices.
- Comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.

The arrangements in place to implement this policy form part of the organisations day to day activities and as such are reviewed on a continuous basis. Where opportunities for improvement are identified they will be tackled promptly, and with sufficient resources, to ensure that they are dealt with adequately.

The Company takes due note of new developments and changes which relate to its activities and will undertake as a minimum, an annual review of this policy and any supporting processes and arrangements.

A copy of this statement will be displayed at the head office site and provided to all employees during their initial Company induction.

A handwritten signature in black ink, appearing to read "Ryan Deacon".

Ryan Deacon
Operations Director
May 2026