

Environmental Policy and Objectives

Gardiners are committed to conduct its business with respect and care for the environment.

The Directors of Gardiners regard the promotion of environmental measures as a mutual objective for management, employees at all levels and those working for or on behalf of the company and are committed to providing the resources necessary to fully implement the Company's Environmental Policy which is designed to satisfy the requirements of the BS EN ISO 14001:2015 standard and operate environmental best practice throughout the company.

Our company will carry out its activities with consideration for the environment as part of the process to prevent pollution and minimise waste.

To meet the above requirements, Gardiners will:

- Hold all employees and contractors accountable for environmental performance of their areas of responsibility.
- Monitor our use of energy, transport and natural resources with a view to reducing our impact on the environment.
- Support process modifications and products that reduce pollution and waste and encourage recycling.
- Maintain sufficient documentation to demonstrate compliance with the environmental requirements.
- Work with our external providers to promote positive environmental actions in accordance with our stated objectives.
- Comply with all applicable environmental legislation and recognise other relevant requirements that may be placed upon us by our customers.
- Assess, in advance where possible, environmental impact resulting from business operations and the environmental effects of any significant development, and adjust the company plans accordingly.
- Ensure that all incidents and noncompliance situations are reported, recorded and route causes identified where environmental harm occurs or could have occurred and ensure that corrective actions are implemented.
- Demonstrate our commitment to continual improvement by setting targets and objectives for our services and Company activities and review these measures on a regular basis.
- Maintain an open communication environment, whereby, all employees can actively participate in the Environmental Management System. Managers and supervisors are encouraged to address employees' questions and concerns promptly and thoroughly.
- To communicate and provide the necessary information, instruction, supervision and training to enable all persons, affected by the Company's undertakings, to carry out their environmental duties.

continued



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Gardiners

This policy will be made available to our employees, to those working for or on behalf of the Company and provided on request to any other interested parties.

This policy will be periodically reviewed in accordance with Company procedure. We also recognise that we have a responsibility to encourage our external providers, to assist us in achieving our environmental objectives by providing products and services that are in-line with best environmental practice.

Responsibility

Top Management has the overall responsibility for the implementation, review and continual improvement of the Environmental Management System.

The Environmental Policy is reviewed at least annually by Directors and staff representatives. The review incorporates the co-ordination, implementation, monitoring and continual improvement of the Environmental Review throughout the company.

The Environmental Policy and Action Plan will be communicated to all staff. Copies may be made available to customers on request.

Each employee is accountable for:

- Co-operating with the company to achieve safe, healthy and environmentally sound operations within our site and outside.
- Not interfering with, or misusing any device provided to meet our environmental obligations or policy.

The Company's Environmental Policy will play a key role in working toward sustainable development, because the health and well-being of our environment is crucial for providing us all with a good quality of life, both today and for the years to come.



Chris Gardiner
Managing Director

12th February 2026



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