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The John Henry Group has prepared a written Environmental Policy Statement which it aims to bring to the attention of employees, subcontractors, suppliers and customers, as well as any persons likely to be affected by its working operations, or trading policy. Copies of the Environmental Policy Statement shall be displayed in offices and depots and shall be available to the public on request or via web page. A copy shall be included in the 'Gang Pack' which is issued to all contractors and employees who work in the field. The policy is also communicated to all at induction.

John Henry's Environmental Policy statement is subject to review by senior management on an annual basis, or as may be appropriate, to accommodate the introduction or amendment of legislation and/or changes in the Group structure or working practices.

The John Henry Group is a progressive provider of services to the construction, utilities and local authority sector, committed to delivering a quality service. John Henry's objective is to fully integrate environmental factors into all business strategies and has identified specific environmental impacts from its operations. The Group aims to reduce these impacts with a view to enabling the Group to contribute towards a more sustainable development. John Henry's recognition of environmental factors is integral to the safe, efficient and reliable delivery of services, which enhance the local environments in which the Group operates.

The Group will strive to achieve continual improvement in all environmental policy and delivery aspects purporting to its business and trading activities.

John Henry is committed to:

- Compliance with all relevant environmental legal and other requirements.
- The prevention of pollution and the protection of the environment in the vicinity of all of our business operations.
- Fully understanding our environmental impacts and monitoring and reducing adverse impacts of our operations on the environment and local community;
- The integration of appropriate environmental responsibilities into relevant job descriptions.
- Demonstrating the efficient use of raw materials, as well as taking appropriate opportunities to minimise waste and re-use and recycle wherever possible.
- Raising awareness of staff, suppliers and contractors to ensure effective management of our environmental impacts.
- Working in partnership with our clients, suppliers and contractors to promote, where practicable, the adoption of best practice environmental management techniques, including supply chain management and to deliver high quality services.
- Working with the communities in which we operate to ensure, where practicable, that improvement of the quality of life in the areas in which we operate is achieved.

Environmental Objectives will be set by the Board on a yearly basis or sooner if an additional requirement is identified and will be reviewed quarterly.

In order to achieve the above commitments, the John Henry Group has implemented an Environmental Management System which satisfies the requirements of BS EN ISO14001:2015.

This policy will be reviewed by the Main Board Directors annually or sooner following experience or because of operational or organisational changes.



Pat Henry – Non-Executive Chairman