

Environmental Policy

Polar Technology Management Group Ltd is an engineering and manufacturing business operating at the leading edge of composite and metallic technology. We deliver innovative, technology-based solutions around advanced composite materials, emerging metal processes and metallic fabrication to create enabling technologies for a safer, sustainable future.

Polar Technology recognises that its activities impact the environment and is committed to minimising this impact. As part of the commitment to maintaining the highest levels of environmental management, which takes sustainability into consideration within our operations we have implemented a management system that satisfies the requirements of the international standard ISO 14001:2015.

We are committed to continually improving all our operational activities to enhance our environmental performance, this policy sets the framework for environmental management at Polar Technology.

Our Leadership Team is committed to:

- *Understanding the impact of our operations on the world around us and strives to deliver operational excellence with a sustainable future in mind.*
- *Management of environmental risk at all levels of the organisation - taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts. Recognising the impact of climate change and is committed to integrating sustainable practices and contingency planning into our management system*
- *Complying with legislation, regulatory and all other compliance obligations*
- *Ensuring the environment and sustainability is integrated into all planning business activities including equipment, facilities, products and processes.*
- *Set clear environmental aims, objectives and targets, allocating suitable and sufficient resources to enable Polar Technology to achieve these objectives including those connected with carbon emissions and environmental performance targets. These shall be communicated throughout the company and to interested parties and promote continuous improvement.*
- *Providing all employees with the necessary resources, equipment, information, instruction, and training to fulfil the requirements of this policy.*
- *Promoting environmental awareness amongst our suppliers, contractors, and partners by implementation of operational procedures.*
- *Ensuring management and supervisory staff consider environmental issues in the planning and day-to-day supervision of all work, including those undertaken by contractors.*
- *Ensuring work undertaken by all employees and contractors is, so far as is reasonably practicable, carried out without risk to themselves, others, or the environment.*
- *Monitoring and review of this policy and associated procedures to ensure that they remain current and applicable to our activities.*

Our Management System:

- *Promotion of the Environmental management system*
- *Developing sustainable processes and operational practices*
- *Optimising our operations and products to minimise their environmental impact from concept to end of life (incorporating circular economy where practicable)*
- *Taking all practical steps to ensure that potential hazards and risks to the environment are identified and that suitable and effective prevention and control measures are implemented*
- *Preventing pollution through operational planning and emergency response - Ensuring effective and expedient incident control, investigation and reporting and correction of non-conformities.*
- *Minimizing resource consumption through process efficiency, best practice and partnerships. Work closely with customers and suppliers to minimise our environmental impact across the whole supply chain wherever possible;*
- *In alignment with the waste hierarchy (reduce, recover, re-use, and recycle) we aim to optimise the use and lifecycle of resources across our operations.*

- *Monitor our processes to reduce waste and find additional efficiencies*

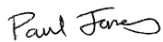
Our People

At Polar, we recognise that protecting the environment is a shared responsibility. Our people play a vital role in helping us minimise our environmental impact and achieve our sustainability objectives. Through engagement, accountability and continuous improvement, we encourage all employees to contribute positively to our environmental performance.

All employees are expected to:

- *Take personal responsibility for the environmental impact of their activities and decisions.*
- *Work in accordance with the Polar Way, including our Values, Handbook, policies, processes and procedures.*
- *Actively identify and share ideas that improve environmental performance and reduce waste.*
- *Consider environmental impacts when planning and undertaking work activities.*
- *Follow established systems of work and apply recognised best practices, including waste reduction, resource efficiency and energy management.*
- *Understand and comply with relevant risk assessments, environmental controls and operating procedures.*
- *Report environmental concerns, hazards, incidents or opportunities for improvement promptly.*
- *Support the organisation's commitment to continual improvement in environmental management and sustainability.*
- *By working together, we can reduce our environmental footprint, meet our legal and regulatory obligations, and contribute to a more sustainable future.*

Signed.



Paul Janes
Chief Executive Officer