



ENVIRONMENTAL POLICY STATEMENT

JLES Group Limited (and subsidiaries) are businesses that seek to achieve and maintain a good environmental standard in all aspects of our work. We recognize that the protection of the environment, our employees and those around us is a vital aspect of the business and as such we have an environmental management system accredited to ISO14001 standards.

JLES commits to the following in order to successfully implement, maintain and improve our environmental management system.

- Identify our environmental aspects and their impact on the environment
- Aim to reduce and eliminate negative environmental impact from our works
- To ensure legal compliance with environmental legislation and to obey the rules of host organisations
- Improve environmental awareness amongst employees
- Aim to reduce waste in all areas of the business
- Be fully committed to the prevention of pollution
- Aim to substitute environmentally harmful products with those of less impact
- Ensure harmful materials that cannot be substituted are managed effectively
- To continuously improve our management system

The Directors are ultimately responsible for JLES and the effective environmental management. The commitment of all employees and subcontractors is required to ensure the successful daily environmental management.

Top Management demonstrates leadership and commitment concerning the Environmental Management System by:

- Taking accountability for the effectiveness of the Environmental Management System.
- Ensuring that the Environmental Policy and Environmental Objectives are established and are compatible with the strategic direction and the context of the Organisation.
- Ensuring that the resources needed for the Environmental Management System are available.
- Communicating the importance of effective Environmental management and of conforming to the Environmental Management System requirements.
- Ensuring that the Environmental Management System achieves its intended outcomes.

Signed

A handwritten signature in black ink, appearing to read "Paul Tomlinson", is written over a horizontal line.

For and on behalf of JLES Group Limited
Paul Tomlinson
Director

Date **May 2026**

Review Date **May 2027**