

Ref. No:	IMS-POL-03	<b>Environmental Policy</b> (See QA-M-01)	
Rev. Status:	05 Dec 25		

Nicol of Skene Ltd is committed to minimising our impact on the environment in every aspect of our operations. We will continually monitor, review and improve our activities, products and services in relation to their environmental impact and shall:

- Nominate members of the senior management team who will take responsibility for the operation of the Environmental Management System, who shall ensure that environmental processes are communicated, implemented and maintained on all company sites.
- Ensure that sufficient resources are provided to maintain and continually improve environmental performance.
- Operate a documented Environmental Management System which meets the requirements of BS EN ISO 14001:2015 as part of an overall Integrated Management System, to ensure the effective control of its activities, products and services.
- Ensure the responsibility for Environmental protection and waste minimisation is accepted by every employee and becomes an integral part of their working life, backed up by appropriate training where required. Where reusing or recycling waste is an option, this will be our first consideration.
- Ensure that the necessary consideration is given to the prevention of pollution to the environment and every effort shall be made to prevent spillage and pollution.
- Take the necessary action to conserve energy and minimise the use of raw materials which will positively impact on the environment.
- Establish objectives, targets and programmes, which shall be reviewed and reported on a regular basis to ensure continual improvement in environmental performance is achieved and maintained.
- Maintain a register of relevant Environmental Legislation and other Compliance Obligations and commit to fulfil these obligations and protect the environment from both direct and indirect harm from company operations.
- Invest in renewable energy systems and new technologies to reduce our carbon footprint in line with the Scottish Government's current target for net zero emissions of all greenhouse gasses by 2045.
- Nicol of Skene is also committed to promoting biodiversity and sustainable resource use, as well as climate change resilience across the business.

This policy shall be reviewed at least annually to ensure that it continues to be suitable and relevant to the business needs and shall be communicated to all employees and made available to other interested parties on request.

**Authorised by:**



**Peter-Jon Cowe**  
Chief Operating Officer

**Date: 01<sup>st</sup> December 2025**  
**Next Review Due: January 2027**