

SHEQ-PO-01.2 Environmental Policy

General Statement

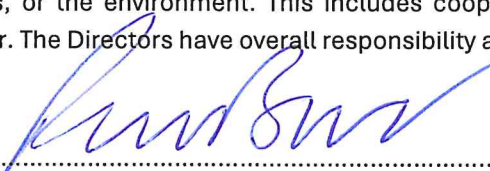
Glenfield Invicta Ltd is a professional and environmentally conscious company operating in the water services sector, providing the supply and installation of valves, penstocks, actuators, and related operations. We acknowledge the potential impact our operations may have on the environment.

Aims & Objectives

The organisation is fully committed to:

- Protecting the environment.
- Determining legal compliance obligations and ensuring operations are conducted in accordance with them.
- Continually improving the environmental management system to enhance environmental performance through objectives and targets, and reviewing these during Management Review.
- Evaluating fulfilment of legal and other compliance obligations.
- Implementing and maintaining an environmental management system that complies with ISO 14001:2015.
- Correcting non-conformities in a timely manner.
- Allocating suitable and sufficient resources to achieve the company's environmental aims and objectives.
- Preventing pollution, reducing waste, and implementing measures to protect and preserve natural habitats, flora, and fauna wherever practical.
- Considering the effects our operations may have on the local community.
- Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts identified in the aspects register.
- Promoting environmental awareness among our suppliers, contractors, and partners through the implementation of operational procedures.
- Conducting internal audits and pursuing continual improvement.
- Ensuring directors and management are fully engaged in the management of environmental issues.
- Seeking to work in partnership with the community by behaving in a considerate and socially responsible manner.
- Ensuring effective and expedient incident control, investigation, and reporting.
- Assessing and, where practicable, reducing the environmental impact of the company's products and services.

All staff have a responsibility for the implementation of this policy and must ensure that environmental issues are given adequate consideration in the planning and day-to-day supervision of all work. All employees and subcontractors are expected to cooperate and assist in the implementation of this policy, ensuring that their own work, so far as reasonably practicable, is carried out without risk to themselves, others, or the environment. This includes cooperating with management on any environment-related matter. The Directors have overall responsibility and accountability for environmental matters.

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Date: 24th April 2026

Paul Boyden, Managing Director

Policy Review Date: 24th April 2027

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