MRCMH Environmental Policy

MRC McLean Hazel (MRCMH) Ltd is committed to building an organisation which is environmentally sustainable; housing a company culture and encouraging work practices which aim to minimise the environmental impact of the services we provide. It is the policy of MRCMH to continually seek methods and procedures to reduce our environmental impact in the areas of energy and resource use, waste disposal, and transportation. As such, MRCMH encourages our staff and suppliers to undertake the following aspects of our environmental policy without compromise to the safety, security and comfort of the working environment:

- Ensure energy and water is used efficiently in all activities.
- Promote the reduction, reuse and recycling of waste materials in all working activities to conserve resources and reduce waste disposal.
- Promote the use of sustainable transport by staff in work related travel- with the objective of becoming carbon neutral with respect to our travel habits. This is specifically enforced through our *travel policy* (see below).
- Strive to avoid and mitigate pollution to air, land and water from all operational activities.
- Comply with the requirements of environmental legislation, statutory regulations and official codes of practice that relate to the activities we undertake.
- Procure goods and supplies which follow our Environmental Policy and take environmental specifications into account.
- Raise awareness and encourage participation in environmental matters through employee training and organised opportunities for employees to contribute to positive environmental action.
- Endeavour to continuously improve our environmental performance by regularly reviewing our activities and policy and setting new targets to reduce any environmental impacts caused by these.

As a consequence of the work that we do significant business travel is often required, making it one of the most pertinent environmental issues faced by the organisation. As we also promote sustainable solutions, we feel it is important to encourage sustainable travel ourselves. As such we are committed to reduce and mitigate the environmental impact of work travel through the following travel policy:

- Encourage employees to commute via public transport, while discouraging individual car travel. (Currently achieved by supplying employees with monthly bus passes, while not providing company cars or parking spaces).
- Encourage the following of an established hierarchy of sustainable transport modes during work travel, endeavouring to choose the most feasibly sustainable option.
- To offset the carbon impact of our long haul flights using carbon calculator and carbon offset investment mechanism: www.jpmorganclimatecare.com
- To provide a monthly contribution to a local organisation who are directly involved in carbon offsetting measures as a means to contribute towards offsetting our short haul flights: www.carbon-offset-scotland.com

This updated environmental policy has been endorsed by Sue Flack (Managing Director), responsible for integrating environmental considerations into the business, and will be reviewed on an ongoing basis. It is available on the company website for reference for all employees and clients.

Signed: SSFlack *Date: 08/05/2009*