



ENVIRONMENTAL POLICY

Hafren Fasteners recognises that its business activities interact with the environment in a variety of ways. These activities have an impact in the key areas of:

- Use of packaging materials such as cardboard boxes and plastic bags
- Use of metals to produce its products
- Energy use for lighting and heating the Company's premises
- Generation of waste materials from packaging supplied with its products

The company recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, be a responsible neighbour and to provide a comfortable environment for its employees to work in. As such, the company is committed to:

- Continual improvement in the environmental impact of its business activities
- Improving the environmental benefits provided by its products/services where possible
- Preventing pollution
- Complying with all relevant legal, customer, and other third party requirements
- Adopting best practices applicable to its activities wherever it is practical to do so

The company will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System that is independently certified as compliant with ISO 14001:2015
- Employing processes that identify the aspects of the Company's business that have an environmental impact and quantifying the significance of each aspect
- Setting objectives for reducing its environmental impact and maintaining an environmental performance improvement programme to enable them to be achieved
- Ensuring that its employees, suppliers and customers are aware of any support required by them to support the Company's commitments and environmental objectives
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives
- Continually monitoring the environmental impact of its business activities

The implementation of this Environmental Policy is fundamental to the success of the company's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Signed on behalf of the Company by the Managing Director

Mathew Lynes:

A handwritten signature in black ink, appearing to be 'Mathew Lynes', written over a horizontal line.

Date: 13.12.19