

Environmental Policy

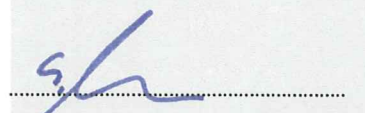
The Gelder Group is a Lincolnshire based construction firm operating several divisions from five sites. These include a major contracts division, insurance and renovation, design, training, plumbing and several subsidiary companies. The Gelder Group operates two fully-licenced waste management facilities that treat and recycle the waste generated by our activities.

We appreciate and understand the consequences of the impact we, and the construction industry as a whole, have on the environment. Our activities use finite resources and pose a risk to the environment both through the potential to pollute, and contribute to climate change. In order to control and mitigate these impacts the Gelder Group has a corporate commitment to the principles of sustainable development. To this end we will implement and maintain an Environmental Management System to ISO: 14001:2004 standards that will:

- Identify and assess significant environmental risk and impacts posed by our activities, products or services with the aim of controlling or mitigating such risks where reasonable and practical
- Commit to absolute compliance with all relevant legislation and other requirements and the prevention of pollution
- Enable us to continually improve the performance of the group through implementing objectives, setting achievable targets to achieve these and monitoring and reviewing the system on a regular basis
- Implement procedures to document, implement and maintain the policy requirements
- Communicate the content and requirements of this policy to all persons working for and on behalf of the Gelder Group and ensure that these persons comply with the policy
- Provide suitable training, information and instruction to all relevant persons to ensure policy compliance
- Make the policy available to the public and interested parties upon request

In addition to these core requirements, the Gelder group has specific commitments to:

- Reduce, re-use and recycle as much of our waste as possible to help reduce the environmental impact of our operations
- Reduce our dependence on non-renewable energy sources through energy reduction strategies at our offices and on our construction sites
- Operate an efficient, well maintained fleet of vehicles, promoting good driving practice to reduce diesel consumption and investigating alternatives to fossil fuels
- Co-operate with, and participate in, sustainability initiatives in the construction sector and associated areas and promote the benefits of responsible practice to a wider audience when possible
- Significantly enhance the natural wealth and biodiversity of the land we manage through initiatives such as habitat creation (e.g. woodland) to provide amenities to be enjoyed by our staff and our neighbours

A blue ink signature of Steve Gelder is written over a dotted line.

Steve Gelder
Managing Director, The Gelder Group
19th December 2008