



Environmental Policy Statement

04/01/2023

SPEAR-UK Limited is committed to minimising its impact on the immediate and global environment as part of the 'Zero Carbon' agenda.

To establish and maintain this effort SPEAR-UK asserts that:

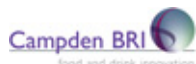
- The location of the recently purchased and refurbished office building permits 50% of the office-based employees to walk or cycle to work.
- The office construction and refurbishment activities were undertaken with all modern insulation and building regulations requirements achieved or exceeded.
- Flexible working arrangements are established thereby allowing staff to work from home as needed.
- All office and facility consumables are assessed for their recycled or sustainable content and this information influences our purchases.
- Office waste is segregated and recycled through the council collection services.
- Printing of documents is minimised with normal 'written' communication being retained in digital format both on local servers and in 'internet cloud' storage solutions to ensure information access redundancy.
- Virtual meetings are maximised where this type of communication achieves the successful interaction necessary for sustaining robust and mutually beneficial business relationships.
- Business travelling is planned and routed to ensure the maximum amount of networking and customer contact is achieved in any given journey.
- As part of our Quality Management System procedures all trading suppliers to SPEAR-UK are challenged on their possession of and compliance to an environmental policy.
- The company is developing its use of renewable energies and is mindful of the impact of its energy generation requirements.
- The standby electrical generator for the office facility is powered by Natural Gas which is considered a 'greener' alternative to diesel or petrol powered alternatives.
- A solar panel installation is planned to provide electrical energy for the company offices and electric car charging facilities for staff and the local community.
- Dedicated office car-parking with multiple car charging points are proposed within the next 24 months.

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