

H. Tempest Limited is committed to safeguarding our future by ensuring that its activities shall have minimal impact on the environment.

We care for people and the environment. Addressing the issues facing our community and our world, is something we take very seriously.

To achieve this, we shall

- Ensure we have exemplary leadership and management.
- Comply with applicable legislation and regulations and, where deficient, apply business best practice.
- Exercise appropriate control over our activities.
- Monitor our environmental performance and address deficiencies where identified.
- Strive for no environmental incidents associated with our activities and consider all environmental incidents to be preventable.
- Safeguard flora and fauna and promote the conservation and protection of biodiversity on our site.
- Promote the sustainable and efficient use of resources and discourage wasteful practices.
- Raise awareness of environmental issues with Tempest staff and other stakeholders.
- Ensure that we are procuring materials, goods and services responsibly and with assurance of credible 3rd party certification schemes.

Our goals are

- Reducing our carbon footprint by implementing energy-saving policies, use of renewable energy, energy efficient vehicles and equipment.
- Reducing water consumption and encourage measures that minimise wastage.
- Progressively reducing the consumption of resources by using recycled and sustainable materials for our products.
- Reducing waste production and increasing the proportion of waste which is reused and recycled in accordance with the waste hierarchy.
- Increasing biodiversity on our sites.

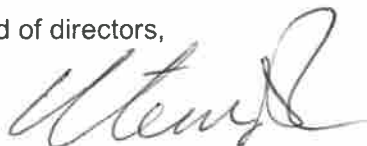
Responsibilities

- The **Board of Directors** is ultimately responsible for environmental issues and collectively its members will ensure that that Tempest has the organisational arrangements and system in place to enable the effective management of environmental issues.
- The **Managing Director** is accountable to the Board of Directors for ensuring this statement is implemented.
- **Line managers** are responsible at all organisational levels for ensuring compliance with all environmental policies and for provision and availability of the necessary resources.
- All **Tempest employees** have a responsibility to follow environmental instructions to achieve our Environmental objectives.

This statement applies to all Tempest locations and processes and will be communicated to all interested parties. We will regularly review this policy as the business evolves, ensuring it continues to be in line with current best practice.

On behalf of the board of directors,

Rob Tempest
Managing Director



August 2025