

30.3 Environmental Policy Statement

Summary

Cairn Cross is working to continually improve its environmental performance. Our dynamic strategy welcomes innovation and encourages evolution, our objectives then ensure that we consistently succeed in protecting our environment.

Principles

Maintain a relevant Environmental Management System that is assessed and certified to the requirements of ISO 14001. The Management System inspection sheets and checklists act as stage checks to verify and record compliance with our objectives and the customer specifications. Documentation will be retained as required to evidence compliance and record verification.

The company is committed to ensuring compliance with all legal and customer specific obligations placed upon it.

Implement mechanisms to effectively capture lessons learned, best practice, and innovation, which drive continuous improvement in our Environmental strategy.

Ensure all Environmental process, procedure, data capture, and reporting are effective and aligned with 'lean' principles to manage any inefficiency.

Create effective communication lines that encourage feedback, comments, and identified concerns to further improve all actions related to Environmental development.

Raise awareness to all employees of any Environmental issues captured as part of the feedback and communication processes.

Undertake regular audits and assessments of our Environmental Strategy and Performance to ensure objectives, targets, and procedures are always effective.

Objectives

Prevent/Protect impact on our environment

Reduce impact on our environment

Re-use material where possible

Recycle

Prevention of pollution

Responsibilities

Corporate Governance – Responsibility for the effective management of environmental risk rests with the Cairn Cross Board of Directors. The appointed Compliance Manager will act on behalf of this group and monitor the execution of the policy.

Business functions – Each business function shall implement the Cairn Cross Environmental Management System and develop any specific function requirements.

Line management – Protection of the environment is a line management responsibility. Each manager will make regular assessments of the environmental aspects and impacts associated with their area of responsibility and ensure that the

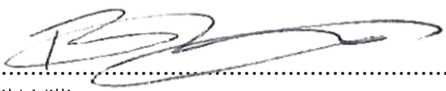
environmental processes, procedures and controls are sufficient to control the environmental hazards inherent to their activities. Employees – All employees have a responsibility to protect and enhance the environment. They must fully co-operate with their managers and colleagues to protect and enhance the environment.

Communication

Cairn Cross Group will ensure that all personnel have sufficient facilities, information, instruction, training and supervision as is necessary to fulfil their roles and responsibilities for environmental management.

This Company Policy will be displayed at all sites and work places and will be made available to the public on the Company web site. This Policy and associated procedures in the Management System will be formally reviewed annually and changes may be implemented by legislative changes or work activities and external requirements.

Signed


..... Date 8th May 2026
Phil Williamson
Managing Director