

**1st Step Ltd** recognises the importance of environmental protection and is committed to operating its business responsibly and in compliance with all environmental regulations, legislation, and approved codes of practice. It is the Company's objective to operate with, and to maintain good relations with all regulatory bodies.

It is the declared policy of **1st Step Ltd** to carry out all measures reasonably and practicable to meet, exceed or develop all necessary or desirable requirements and to continually improve environmental performance through implementation of the following:

1. Assess and regularly re-assess the environmental effects of the Company's activities
2. Training of employees and continued professional development of management in Environmental Issues
3. Minimise the production of waste
4. Minimise material wastage
5. Minimise energy wastage
6. Promote the use of recyclable and renewable materials
7. Reduce and/or limit the production of pollutants to water, land and air
8. Control noise emissions from operations
9. Minimise the risk to the general public and employees from operations and activities undertaken by the Company

The above goals are completed by an effective and efficient company environmental management system based on the requirements of ISO14001

This policy is communicated to all employees, suppliers and subcontractors and is made available to the public.

This policy will be reviewed at least annually.

Signed:



Careena Dabbs | Director/Owner

January 2024