

Environmental and Sustainability Policy

It is the policy of Sir Frederick Snow and Partners Ltd and Snow Consulting Ltd to develop, maintain and continually improve an Environmental Management System complying with BS EN ISO 14001:2015. As part of that policy, both companies are committed to:

- compliance with all legal, regulatory and contractual requirements in relation to environmental matters;
- continual improvement of the companies' Environmental Management System and environmental performance;
- avoidance of pollution;
- the setting and reviewing of environmental objectives and targets; and
- seeking and developing sustainable design solutions.

We recognise that the indirect environmental impacts of our activities (i.e. the impacts of our designs) are likely to substantially exceed the direct impacts and we will seek to reduce the indirect environmental impacts of our activities by producing environmentally appropriate designs.

We recognise that our operations have an effect on the local, regional and global environment. We will ensure that all staff are trained in this our environmental policy and given guidance in its implementation. Paul Drobig, a Director of the company, is responsible for the implementation and monitoring of this environmental policy.

Current environmental regulations, laws and codes of practice will be regarded as setting the minimum standards of environmental performance for the companies.

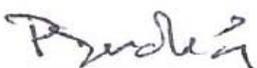
We will implement measures to help the companies and their employees to use 'green transport', for example, encouraging car sharing, and encouraging the use of public transport by providing access to information on local routes. We will also try to reduce the energy and water consumption of the companies and minimise CO2 emissions. We will invest in the improved energy efficiency of products we use and investigate environmentally safe and sustainable energy sources.

We will try to reduce waste production and carry out as much recycling as is practical. In the office environment, paper will be used sensibly, with measures to re-use and recycle waste paper, and the increased use of electronic communication to reduce the need for paper use. We will try, where possible, to use suppliers who are willing to take away packaging for re-use or recycling and will consider the environmental impact of any purchases.

We will dispose of all waste in a responsible manner, ensuring that we always comply with the Duty of Care Regulations. Any services used for the transport, storage or disposal of waste will be checked to ensure that appropriate licences are held. We will attempt to eliminate the use of ozone depleting chemicals (CFC, Halon, 1.1.1 Trichloroethane, HCFC), tropical hardwood from forests which have not been independently certified as sustainable, pesticides on the U.K. 'red list' or EC 'black list, and peat for soil improvement purposes.

We will seek to ensure that no polluting matter enters surface waters or groundwater, will obtain permission before discharging any contaminated water, and before commencing any works we will check the area for endangered species, protected plant species, trees subject to a Tree Preservation Order, and protected archaeology. We will seek to ensure that dust, noise and odour do not cause a nuisance to the community surrounding the place of business or site on which we are working.

We will seek to use sub-contractors and suppliers who comply with the requirements of our environmental policy (or equivalent environmental policies of their own) and, as far as practicable, we will help sub-contractors and suppliers to comply with environmental laws and regulations.



Paul Drobig
Managing Director
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