

**INVESTORS
IN THE
ENVIRONMENT**



Environmental Policy

FTG Ltd

2025



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Environmental Policy Statement

FTG Ltd is a smoke ventilation company which specialises in supplying, installing, commissioning and maintaining all smoke vent/aov & mechanical extract systems. At FTG Ltd, we are always striving to meet customer expectations by using raw materials, manufacturing products, and processes that conform to ISO 9001 standards and the Good Manufacturing Practices. We acknowledge that our operations have an effect on the environment and have identified our key environmental aspects that contribute our environmental and carbon footprint:

- Consumption of electricity, gas, water, and other fuels
- Waste generation
- Transport emissions
- Use of raw materials
- Procured goods and services with their own environmental impact

Our senior management have committed to understanding our carbon footprint and doing all we can to initially offset it whilst we put in place an effective carbon reduction programme.

Our environmental commitment can be demonstrated in our established objectives and goals below:

Compliance with all applicable standards, laws, requirements, regulations and public/customer expectations

- Monitoring our key resource usage and implementing conservation techniques to achieve our environmental targets
- Maintaining and improving our waste/recycling policy
- Commitment to achieving Net Zero emissions by 2050
- Working with suppliers to ensure they acknowledge and decrease the environmental impact of their products and transportation
- Publishing and distribution of an annual organisational sustainability report

We will continue to improve our environmental management system by working to the Investors in the Environment (iE) criteria, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters.

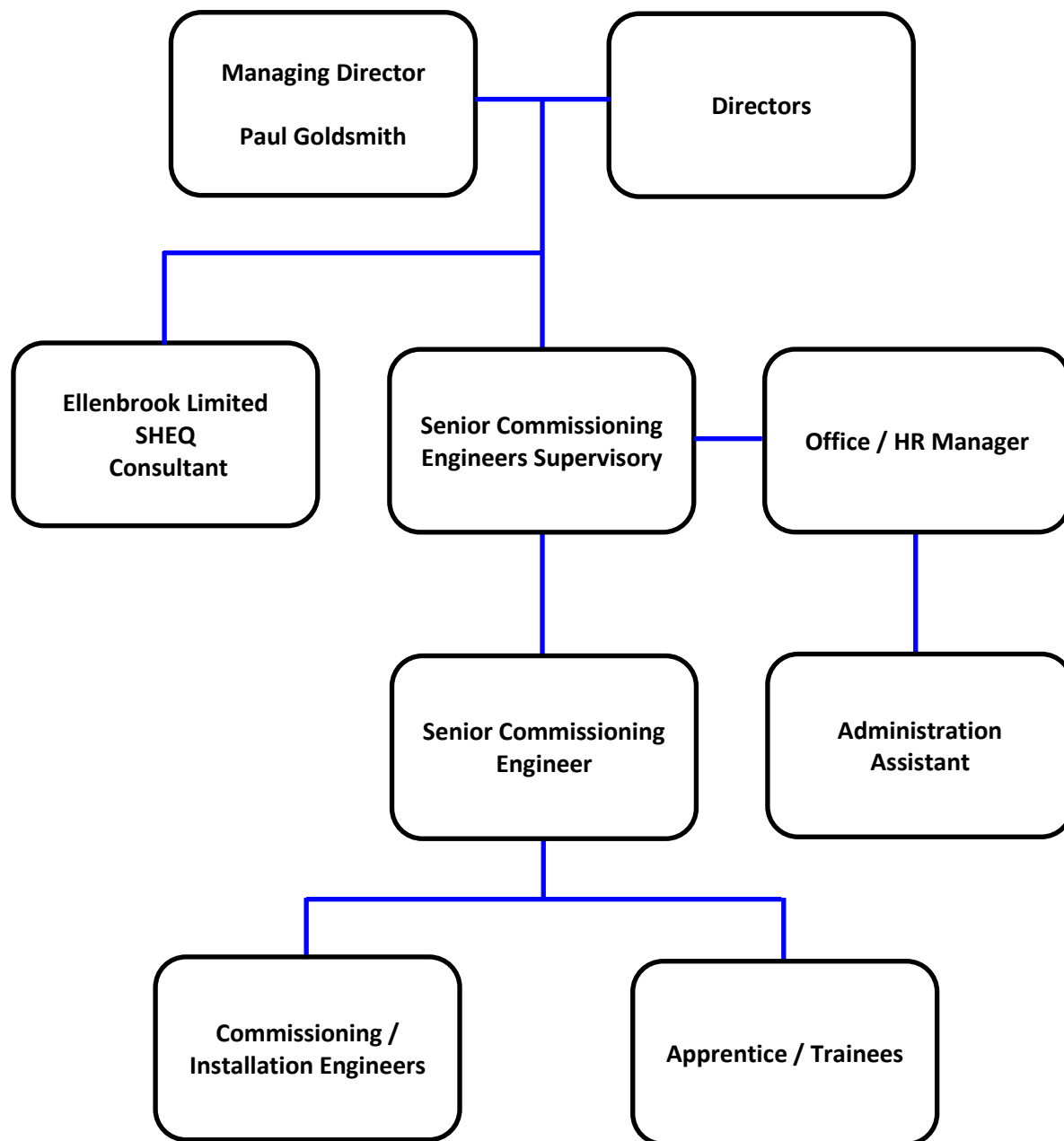
Jayne Goldsmith, Director is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy.

FTG Ltd will make this policy available when requested to interested parties including members of the public, including making a copy available on the FTG Ltd's website.

Signed: *Jayne Goldsmith* Jayne Goldsmith
Director

Date: July 2025

ENVIRONMENTAL ORGANISATION CHART



— Denotes lines of communication

EMPLOYEE RESPONSIBILITIES

THE RESPONSIBILITIES OF THE MANAGING DIRECTOR MR PAUL GOLDSMITH

- Mr Paul Goldsmith has overall responsibility for ensuring that all employees understand their role, accountability and involvement in contributing to meeting the aims and objectives of the company's environmental policy;
- To ensure that an environmental policy has been prepared and to update and review at regular intervals;
- To ensure that the organisations vision and direction in relation to environmental aspects is consistent with current socio-economic factors;
- To agree and endorse the environmental policy and corporate objectives of Fire-Tec-Gold Ltd;
- To develop policy commitments, review action plans and environmental targets;
- To ensure that the organisation complies with all statutory legal requirements;
- To monitor environmental performance, management systems and internal procedures;
- To develop targets for procurement and requirements of stakeholders, contractors and suppliers;
- To ensure regulatory compliance and continual improvement in all environmental aspects;
- To identify employee training needs and maintain an environmentally aware workforce.

THE RESPONSIBILITIES OF THE HEALTH, SAFETY AND ENVIRONMENTAL CONSULTANTS

- To provide professional advice and support to Fire-Tec-Gold Ltd on environmental issues, aspects and legislation;
- To develop, when requested, environmental procedures, programmes and achievable targets;
- To monitor environmental performance, management procedures and systems within the company;
- To review overall environmental performance, identify weaknesses and make appropriate recommendations to Mr Paul Goldsmith;
- To inform Mr Paul Goldsmith of any relevant changes to environmental legislation and industry guidance.

THE RESPONSIBILITIES OF THE MANAGERS AND SUPERVISORS

- To comply with all internal company procedures, work to achieve compliance with environmental legislation and to strive for continual improvement;
- To promote the company's environmental policy and general awareness of the adverse environmental impacts;
- To ensure Employees are informed and aware of any specific environmental aspects of their work activities;
- To ensure Employees undertake work processes in accordance with the company policy and any training received;
- Collect and submit to Mr Paul Goldsmith data and results of environmental performance.

THE RESPONSIBILITIES OF THE EMPLOYEES AND CONTRACTORS

- To comply with all internal company procedures, work to achieve compliance with environmental legislation and to strive for continual improvement;
- To always promote the company's environmental policy and general awareness of the adverse environmental impacts;
- To ensure work processes are undertaken in accordance with the company's environmental policy and any training received;
- To inform the company of any areas of environmental management that may give rise to concern.
- To use any equipment in a manner that will eliminate or reduce the risk of pollution or contamination.
- To report any contamination you see or suspect is present so that action can be taken promptly.
- To recycle and give consideration to the environment when choosing and using materials.

ENVIRONMENTAL ARRANGEMENTS SECTION

ENFORCEMENT

The Environment Agency encourages individuals and businesses to put the environment first and to combine good environmental practices with normal working methods.

The aim of enforcement is to make sure business and industry take appropriate action to protect the environment, make sure regulations which prevent pollution are complied with and secure better outcomes for the environment, people and business.

The Environment Agency may decide to enforce when any of the following occur:

- An incident;
- Breach of the conditions of a permitted activity;
- Non-compliance with legislation.

Outcome-based approach

The following enforcement options are available to be used to achieve environmental outcomes and more specifically to:

- Stop offending;
- Restore and/or remediate;
- Bring under regulatory control;
- Punish and/or deter.

Enforcement powers

The enforcement powers available include:

- Enforcement notices and works notices (where contravention can be prevented or needs to be remedied);
- Prohibition notices (where there is an imminent risk of serious environmental damage);
- Suspension or revocation of environmental permits and licences;
- Variation of permit conditions;
- Injunctions;
- Carrying out remedial works (where the Environment Agency carry out remedial works they will seek to recover the full costs incurred from those responsible);
- Criminal sanctions, including prosecution;
- Civil sanctions, including financial penalties.

Civil Sanctions

Civil Sanctions provide The Environment Agency with new ways to protect the environment. They focus on investment in environmental clean-up rather than paying fines.

Civil sanctions do not replace any of the current enforcement tools. They provide a more flexible range so that the most appropriate enforcement action can be used when an offence occurs.

The Environment Agency will still prosecute serious offenders, but they will be able to use alternative sanctions with legitimate businesses who are trying to do the right thing. Offenders will be able to put right the damage they have done and local communities will see a direct improvement in the environment as a result.

Unlike prosecution, civil sanctions are imposed or accepted by The Environment Agency. There are six types of civil sanctions:

- Compliance notice - a regulator's written notice requiring actions to comply with the law, or to return to compliance, within a specified period;
- Restoration notice - a regulator's written notice requiring steps to be taken, within a stated period, to restore harm caused by non-compliance, so far as possible;
- Fixed monetary penalty - a low-level fine, fixed by legislation, that the regulator may impose for a specified minor offence;
- Enforcement undertaking - an offer, formally accepted by the regulator, to take steps that would make amends for non-compliance and its effects;
- Variable monetary penalty - a proportionate monetary penalty, which the regulator may impose for a more serious offence;
- Stop notice - a written notice which requires an immediate stop to an activity that is causing serious harm or presents a significant risk of causing serious harm.

Civil sanctions are available for offences under the following regulations applicable to our undertakings:

- The Control of Pollution (Oil Storage) (England) Regulations 2001;
- Environment Act 1995;
- Hazardous Waste (England and Wales) Regulations 2005 (as amended);
- The Water Resources Act 1991 (as amended).

An organisation guilty of an offence under The Environment Protection Act 1990 or Environmental Permitting (England and Wales) Regulations 2007 (as amended) shall be liable to a fine:

Maximum	When tried on indictment:	unlimited fine
	When tried summarily:	£50,000 fine

Offence range: £100 fine – £3 million fine

An individual guilty of an offence under The Environment Protection Act 1990 or Environmental Permitting (England and Wales) Regulations 2007 (as amended) shall be liable to:

Maximum	When tried on indictment:	unlimited fine and/or 5 years' custody
	When tried summarily:	£50,000 fine and/or 6 months' custody

Offence range: conditional discharge – 3 years' custody

AIMS AND OBJECTIVES

The aims and objectives of Fire-Tec-Gold Ltd are to ensure that the environmental aspects of the company's undertakings do not have any adverse environmental impact.

Where it is not possible to eliminate the impact, we will endeavour to reduce or minimise the environmental impact by the use of recycling, waste separation and other techniques.

Fire-Tec-Gold Ltd recognises that an essential management principle is that objectives and targets aim to be "S.M.A.R.T.E.R."

Specific	Objectives and targets should be clear in their intention and results. Specific responsibilities should be assigned to individuals.
Measurable	Performance indicators should be used to assess quantifiable results so that the degree of achievement or failure can be identified.

Agreed	All stakeholders and individuals involved or responsible for environmental aspects and achieving targets should have an opportunity to contribute and comment on it.
Realistic	Targets and objectives should be achievable in relation to resources available and other business priorities, but not too easily reached.
Time-based	Targets and objectives should be achieved in a given and known time frame. If the objective time period is many months or years, monitoring of progress should be undertaken.
Evaluated	and also ethical, enjoyable and engaging
Re-evaluated	the re-evaluation should be searching and be recorded

AIR

Fire-Tec-Gold Ltd will ensure through its maintenance and purchasing programme that mobile machinery used on its projects meets the emissions of gaseous and particulate pollutant levels outlined in various E.U. Directives and that continuous improvement is achieved.

Dust will be reduced as far as is practicable by the enclosure of working areas, preventing migration outside the working area. Where and if possible filtered extraction will be used to collect dust produced by static machinery.

CLIMATE CHANGE

Climate change adaptation is the process of adjusting to the effects of climate change. These can be both current or expected impacts that affects the atmosphere, the water cycle, the land surface, ice and the living components of Earth.

We hope to reduce the company emissions by 50% in the next ten years by working with clients, suppliers and employees. These include emissions from sources such as vehicles, purchasing of electricity for cooling and heating and business travel.

COMMUNICATION

Effective two-way communication between employees at all levels is seen by Fire-Tec-Gold Ltd as an important part of ensuring the protection of the environment. Fire-Tec-Gold Ltd will work with all persons affected by their undertakings to ensure that information on environmental aspects and impacts are shared.

Communication with Employees will take various forms and Employees are reminded that they may raise any Environmental issue with any member of management in total confidence. Employees are actively encouraged to raise any concerns they may have in relation to environmental aspects.

COMPLAINTS

Construction work by its very nature, is likely to impact upon the surrounding environment, including neighbouring buildings and their occupants including passers-by and members of the public in general. Our policy is to conduct our activities with due consideration to anyone that may be affected by our work and to reduce any adverse impact of our activities to as low as practicable.

Consideration will be given to all reasonable recommendations to obviate the impact on the surrounding environment. Should a third party or member of the public offer a complaint, the details will be recorded by the Manager and forwarded directly to the company office for the attention of Paul Goldsmith.

ELECTRICAL AND ELECTRONIC EQUIPMENT

The Waste Electrical and Electronic Equipment Regulations 2011 (as amended) (WEEE Regulations) introduced new responsibilities for businesses that use electrical and electronic equipment.

When disposing of any electrical waste Fire-Tec-Gold Ltd will comply with the requirements of our duty of care as detailed in the WEEE Regulations.

The duty of care has no time limit. Fire-Tec-Gold Ltd is specifically responsible for waste from production until we have transferred it to an authorised person.

As with the waste hierarchy, the primary objective of the WEEE Directive 28 is to prevent WEEE being produced in the first place. Where possible, measures should be taken to reduce the amount of WEEE produced. To this end Fire-Tec-Gold Ltd will choose electrical equipment which is proven to have greater longevity than comparable equipment, or replace parts or upgrade software of electrical equipment rather than discarding the whole appliance or unit.

EMERGENCY PROCEDURES

Fire-Tec-Gold Ltd will investigate all environmental incidents at the earliest opportunity in order to identify the basic causes. Subcontractors will report any environmental incidents immediately to the Fire-Tec-Gold Ltd Manager.

Fire-Tec-Gold Ltd is committed to ensuring the protection of the environment and in particular the protection of watercourses from accidental leakage of oil/diesel/brake fluid/petrol from plant and road vehicles.

In the event of oil or any other spillage the following action will be taken:

Immediately advise your Manager of the following:

- The exact location of the spillage;
- The substance involved in the spillage;
- An estimate of the quantity involved;
- Details of the vehicle, plant involved;
- Whether any watercourses, protected sites and/or sewers are, or are likely to be, affected;

Spill kits will be available at designated areas around site.

Additionally Fire-Tec-Gold Ltd will:

- Make every effort to contain the spillage with the use of spill kits or other means if available;
- Make suitable arrangements to reduce the risk of spillage at re-fuelling points e.g. drip trays, 'bunded' tanks;
- Ensure Fire Extinguishers, as applicable, will be available to reduce the risk of fire;
- If appropriate, the incident shall be reported to the Environment Agency. This will be done within 12 hours of the incident occurring.

ENERGY CONSERVATION

Increasing energy costs, coupled with both National and Governmental needs for energy conservation, has resulted in "Energy Management" being regarded as an important task in all of the work activities undertaken by Fire-Tec-Gold Ltd.

Fire-Tec-Gold Ltd recognises that energy efficient measures can be achieved through the correct selection of appropriate plant and equipment.

Energy saving requirements may also involve such things as ensuring a piece of plant has completed all necessary tasks before being withdrawn from a project as its return to site at a later date will result in poor logistic management and added pollution.

All persons involved at the planning or tendering stage of projects will fully consider all possible areas of energy reduction and conservation.

ENVIRONMENTAL PROTESTORS

At Fire-Tec-Gold Ltd we consider that, through the implementation of this policy document, we are doing our practicable utmost to protect the environment during all of our activities. However, should we ever experience the onset of environmental campaigners, we shall attempt to deal with them in the most respectful and considerate manner possible.

It is, of course, our primary interest to allow our employees to work without fear of verbal abuse and physical violence from individuals who may disagree with our construction methods, chosen locations or motives. It will therefore be the responsibility of management to contact the police immediately in the event of protestors congregating on, or around, any of our worksites.

Our security measures shall always be of a sufficient extent to prevent the entrance of intruders onto our premises.

Should any environmental campaigners wish to peacefully scrutinise our methods of work, we shall be pleased to provide them with documented proof that our concerns lay very much within the preservation of our environment, as outlined in the contents of this policy.

ENVIRONMENTAL SUSTAINABILITY

Fire-Tec-Gold Ltd has the responsibility for ensuring on-going environmental performance, identification of environmental risks, recording and monitoring of impacts and implementing environmental and social sustainability measures.

The key themes we aim to action are:

- Design for minimum waste;
- Minimise waste;
- Minimise energy in construction use;
- Do not pollute;
- Preserve and enhance biodiversity;
- Conserve water resources;
- Respect people and local environment;
- Monitor and report (i.e. use benchmarks).

Special consideration will be given to employing local contractors and wherever efficient and environmentally sustainable, materials products and services will be sourced locally.

We encourage employees and contractors to promote our commitment to environmental and social sustainability.

LOCAL COMMUNITY ENGAGEMENT

Fire-Tec-Gold Ltd accepts that, although the community may not have a direct relationship with our projects, it is nevertheless impacted by our activities and the resultant infrastructure.

If we should receive any complaints about our activities we would respond quickly and record any information so that we can improve our performance.

MONITORING OF PERFORMANCE

Within the company as a whole, implementing the policy in the working environment is just the first step. Environmental management changes continually and therefore Fire-Tec-Gold Ltd will be proactive in monitoring the effectiveness of our policy. In real terms, this means being able to identify potential problems and taking action to prevent them becoming reality.

Proactive monitoring means taking action before incidents happen e.g.:

- Regular Environmental inspections to check that our standards are being implemented and management controls are working and the extent to which our company complies with the relevant Environmental legislation;
- Detailed Environmental inspections that tell us whether the Environmental standards in our business remain acceptable and whether standards have improved or deteriorated since the last inspection.

Environmental matters to be monitored by the Company during a project are:

- Environmental factors are included within Risk Assessments;
- Dust pollution adequately controlled;
- Fuel storage and use adequately controlled;
- Hazardous substances – COSHH data and spill kits are available where necessary;
- Housekeeping adequately controlled;
- Land and ecology have effective protective measures in place;
- Light pollution effectively controlled;
- LPG and other gases adequately stored and used;
- Material delivery and storage adequately controlled;
- Noise & Vibration levels effectively controlled;
- Site drainage identified, marked and protected;
- Waste – properly segregated

If there are any corrective or preventive actions required on the project, these will be undertaken promptly to protect the Environment. Where appropriate, the Company will issue revised instructions to employees and amend written procedures to take account of any new or perceived risks to the Environment within the project.

Regular monitoring will take place by the Manager. If there are any corrective or preventive actions required on a project, these will be undertaken promptly to protect the Environment, priority will be given where the risks are greatest.

NOISE

Fire-Tec-Gold Ltd will undertake to work within the parameters outlined by the client or the Local Authority to restrict noisy activities to the time periods requested. All controls will be applied including a rigid maintenance regime, sufficient damping, lagging and other acoustic controls to ensure the reduction of noise.

Fire-Tec-Gold Ltd will undertake to act proactively, to ensure the elimination of unnecessary noise and to reduce noise that is produced, to an acceptable level. Whenever possible noise will be reduced or eliminated by modifying machinery. We shall attempt to achieve this by maintaining equipment in good operation and encouraging our staff to report noisy equipment to our supervisors or managers when it requires attention.

Best Available Technique Not Entailing Excessive Cost (BATNEEC) will be used to prevent the effect of noise to the limit reasonably practicable having regard to the local conditions and circumstances, to the current state of technical knowledge and to the financial implications.

We shall attempt to achieve a reduction in noise from our vehicles by:

- turning off engines when they are not in use;
- checking the brakes are properly adjusted;
- not revving the engine unnecessarily;
- only using the horn in emergencies;
- replacing exhaust systems as soon as they become noisy;
- replacing vehicles with electric or gas powered alternatives;
- maintaining vehicles in good operation;
- encouraging our staff to report unusually high levels of noise to Management.

We will ensure that noise does not cause a nuisance to the community surrounding the place of business or site on which we are working.

OFFICE WASTE

Through careful and efficient office management and the implementation of a quality system, the amount of waste created is kept to an absolute minimum. Fire-Tec-Gold Ltd is also promoting the recycling of office waste wherever possible.

This waste reduction is achieved through the use of recycled copy paper, envelopes, the keeping of “hard copies” of information to a minimum and using cups and cutlery etc. that are not of the disposable plastic type.

Employees are instructed to avoid printing documents where possible and to communicate via emails in the first instance rather than with letters.

The use of environmentally friendly cleaning agents is insisted upon when purchased and assurance gained to ensure they do not contain any illegal phosphates or Chlorofluorocarbon (CFC) propellants.

Electrical energy is conserved by the use of high efficiency, fluorescent lighting which is switched off in rooms which are not in use. Natural energy used in heating systems is conserved by regular maintenance, servicing and individual thermostatic controls.

POLLUTION

The Employees of Fire-Tec-Gold Ltd are aware of the importance to protect the integrity of groundwater, rivers, lakes, ground and air, and other elements of the eco system. The company recognises duties under the Control of Pollution (Oil Storage) (England) Regulations 2001, The Environmental Permitting (England and Wales) Regulations 2007 (as amended), Anti-Pollution Works Regulations 1999 and The Water Resources Act 1991 (as amended).

Pollution processes, for example releasing any substances that can harm people or animals, plants, soil, water or air; for example, an oil spill, silty water getting into a river or smoke into the air, are prevented by on-going training and awareness of Employees.

Employees of Fire-Tec-Gold Ltd are made aware of the common causes of pollution, such as illegal discharges; burning of waste; pollutants carried by rain water run-off; poor maintenance regimes and accidental spillages or vandalism, and are actively encouraged to report and pro-actively deal with pollution situations as soon as practical.

Fire-Tec-Gold Ltd will follow the basic principles of responding to an incident: Stop – Contain – Notify – Clean Up. Where used, spill kits and contaminated materials will be disposed of as hazardous waste.

Fire-Tec-Gold Ltd recognise that efficient monitoring of pollution will serve to enhance the company’s reputation, reduce nuisance to our neighbours, save us time and delays, avoid fines, help to win future work and protect the environment.

PREVENTING FLY TIPPING OF WASTE

Fire-Tec-Gold Ltd is committed to dealing with improving local environmental quality and tackling waste crime, such as "fly-tipping". We acknowledge that the illegal disposal of waste is an anti-social behaviour that is adversely affecting the amenity of our local environments and reducing civic pride.

Fly-tipping can lead to serious pollution of the environment and harm to human health. It can cost innocent victims of fly-tipping and public bodies such as local authorities and the Environment Agency large amounts of money to remove the waste.

To prevent fly tipping, producers of waste must ensure that it remains under their control until correctly disposed of. Fire-Tec-Gold Ltd arrange for the removal of waste by a registered waste carrier to a licensed landfill site, in accordance with the Duty of Care provisions of the Environmental Protection Act 1990.

A Waste Transfer Note (WTN) must be created for each load of waste that leaves our sites. The WTN will contain enough information about the waste to enable anyone coming into contact with it to handle it safely and either dispose of it or allow it to be recovered whilst maintaining compliance with the law.

We shall describe on the WTN, both in words and by reference to the appropriate codes in the European Waste Catalogue (EWC), the quantity and types of each different waste being transferred.

The WTN will also include details of how the waste is contained (i.e. loose or packaged and, if packaged, then in what type of containers). Fire-Tec-Gold Ltd shall never rely on waste carriers or waste management contractors to describe our waste for us on WTN's. We, as the producer, are in the best position to accurately describe our waste.

Fire-Tec-Gold Ltd will keep copies of all WTN's for at least two years. Whatever the destination of our business wastes and whichever organisations are handling them, it will help us to prove that we have properly discharged our Duty of Care by undertaking periodic audits. This will enable us to ensure that our wastes are being handled correctly from the moment they leave our premises to the final point of disposal or recovery.

PREVENTION OF POLLUTION FROM PLANT AND MACHINERY

In order to prevent materials leaking from static plant, such as company vans, contaminating the ground and being washed into the drainage system, Fire-Tec-Gold Ltd shall place static plant on drip trays or bunded areas.

In our efforts to reduce our carbon footprint when replacing plant we will gradually introduce 'green plant' when they become available for purchase or hire. We will also encourage our employees to use public transport, cycle to work and share cars wherever possible.

PROCUREMENT

Fire-Tec-Gold Ltd will promote goods and services that are environmentally friendly as against those that are less so. Such decisions made can be significant both in expenditure and scale. The effect on suppliers and the environment should be viewed in this light. A key way to influence suppliers is through the specification, in addition to environmental factors, procurement decisions should also always take into account both value for money and fitness for purpose.

The following instances illustrate areas where procurement decisions have been made in favour of environmentally friendly goods and services:

- Purchasing goods, plant and materials, which can be manufactured, used and disposed of in an environmentally responsible way;
- Office cleaning; environmentally friendly cleaning materials have been specified in all cleaning contracts in recent years,

- Specifying and purchasing of plant and items which will, in the first instance, have a long working life and can be recycled when the service life has ended;
- Specifying and purchasing items which can be operated in an energy efficient manner;
- Specifying and purchasing items that are of the best quality, have replacement parts and are not part of the “throw away” culture;
- Selecting suppliers and contractors who are themselves undertaking measures to make environmental improvements;
- Purchasing goods, equipment, plant and materials that conform with the Construction Products Regulations (CE Marking) or UK Conformity Assessed (UKCA), relevant British Standard or Certificate of Conformity;
- Purchasing equipment with due consideration of noise, emissions and vibration produced;
- The negotiation of favourable rates from water, gas and electrical service providers.

PROTECTION STRATEGY FOR WILDLIFE, TREES, WATERCOURSES AND LANDSCAPE FEATURES

It is important to Fire-Tec-Gold Ltd as a company to minimise the impact of their projects on local wildlife.

Fire-Tec-Gold Ltd will undertake an environmental appraisal, which properly accounts for biodiversity, as an element of all of our development proposals; regardless of the statutory necessity to do so.

Our key considerations and actions include:

- To use materials with similar PH values so as not to adversely affect adjoining habitats by ‘leaching’;
- To try to source our materials locally, especially if they help to support the ecology and habitats of the region. This will also reduce our travel whilst supporting the local economy.

Fire-Tec-Gold Ltd will conduct our activities and operations to reflect best environmental practice and implement an environmental management system to pursue sustainability, continual improvement and the prevention of pollution.

In particular, we will:

- Comply with all applicable legal and other requirements;
- Identify environmental aspects and prioritise action to reduce them;
- Set challenging targets to reduce our environmental impacts and regularly review progress;
- Raise awareness of the environment amongst our employees through training, our environmental co-ordinators network and communication of environmental performance;
- Report annually on our progress and performance, making this available both within the Office and externally;
- Undertake regular management reviews to ensure that our environmental management system remains effective.

All of our activities shall be completed in accordance with the requirements of The Conservation of Habitats and Species Regulations 2010 (as amended), Natural Environment and Rural Communities Act 2006 and The Wildlife and Countryside Act 1981 (as amended).

RECYCLING

Fire-Tec-Gold Ltd, as a company, is committed to minimising all waste in its operations and works. Where waste may be produced, every effort will be made to recycle such materials, i.e. metals, etc. Waste will be segregated to reduce contamination, enable recycling and avoid being sent to landfill.

Fire-Tec-Gold Ltd will make full use of any recycling facilities provided by the Supplier, Manufacturer, Principal Contractor or Local Authority.

We will consider re-using materials on-site (where possible), which achieves a further cost saving by reducing the amount of new materials that are required.

REDUCTION OF EMISSIONS FROM BUILDINGS

A number of gases have been identified over the last few years as detrimental to the environment. These include greenhouse gases, such as carbon monoxide, carbon dioxide, and nitrous oxide. Each of these can be by-products from heating boilers; chlorofluorocarbons (CFCs), which can be a by-product from chillers and air conditioning units.

Fire-Tec-Gold Ltd will aim to reduce the emission of such gases from its buildings by the introduction of maintenance regimes for equipment such as boilers and chillers that will reduce the likelihood of leaks from such equipment and lower them as far as is practical.

Buildings that use air conditioning can consume substantially more energy than those that are either naturally or mechanically ventilated. The general preference should therefore be for one of the latter options. Measures that reduce thermal gain e.g. blinds and window coverings also reduce the requirement for air conditioning. The settings at which building plant e.g. for heating, air conditioning operates will also be subject to periodic review.

SUPPLY CHAIN

We will endeavour 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 endeavour to only use sub-contractors and suppliers who comply with our environmental policy and who assist us in our goals to fulfil our Environmental objectives.

TRAINING

All employees will be given training in general environmental awareness, task specific procedures and methods that can be used to reduce or minimise the impact to the environment by the undertakings of the company. For example:

- To ensure all site personnel are made aware of the environmental issues and what actions to take in the event of an incident, via regular communication and training i.e. toolbox talks;
- The location of spill kits and the name of the person responsible for replenishing after an incident.
- To follow the basic principles of responding to an incident i.e. Stop – Contain – Notify – Clean Up. Where used, spill kits and contaminated materials will be disposed of as hazardous waste.

VEHICLES

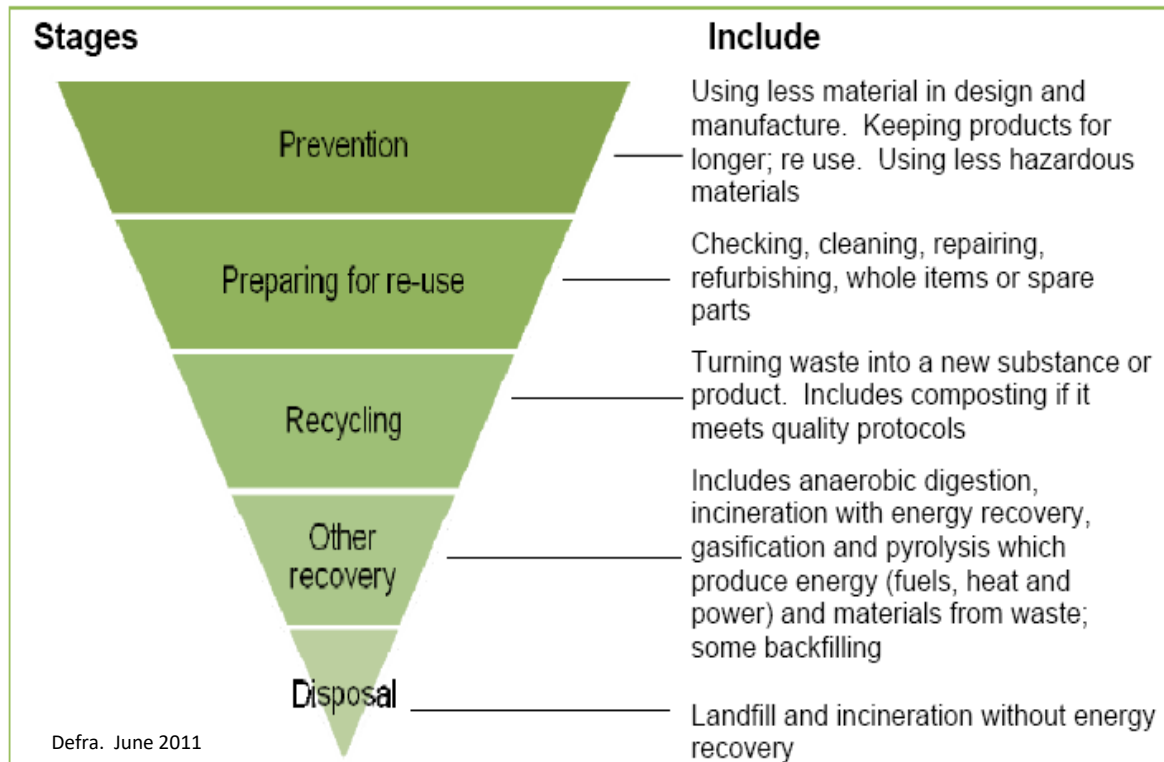
Vehicles within the control of Fire-Tec-Gold Ltd will be serviced regularly to reduce noise and breakdown costs.

Non-renewable resources will be reduced in our operations by:

- Journey planning to ensure that the shortest routes are taken;
- Vehicle sharing to reduce the number of vehicles in use;
- Automatic stop and start when the brake is applied to reduce emissions when at traffic lights or in congestion;
- Turning off engines when they are not in use;
- Checking the brakes are properly adjusted and don't squeal;
- Not revving the engine unnecessarily;
- Only using the horn in emergencies;
- Replacing exhaust systems as soon as they become noisy;
- Replacing vehicles with electric or gas powered alternatives.

WASTE

Fire-Tec-Gold Ltd will take all such measures as are reasonable in the circumstances to apply The Waste Hierarchy approach to prevent waste, and to apply the hierarchy as a priority order when transferring waste to another person, as outlined below.



Fire-Tec-Gold Ltd recognises its Duty of Care under The Waste (England and Wales) Regulations 2011 (as amended) and other associated statutory provisions. The regulations require that those companies who carry their own waste on a 'normal and regular' basis are to be registered. The regulations set two tiers of registration and as a construction company transporting construction waste Fire-Tec-Gold Ltd have registered as an upper tier carrier and have paid the required fee to appear on the Environmental Agency Public Register. We recognise that registering as a waste carrier also helps the Environmental Agency to clamp down on fly-tipping by illegal operators who harm human health and the environment whilst also undercutting legitimate businesses.

The duty of care with regards to waste aims to protect the environment and human health by making sure that waste is handled safely and only passed to companies authorised to receive it. When Fire-Tec-Gold Ltd passes on its waste to another carrier we will ensure good practice is followed i.e.:

- We will check that the company or person we are transferring the waste to is properly authorised to accept it. E.g. we will check they are a registered waste carrier.
- We will ensure the waste is safely contained and is not able to escape control.
- We will ensure the correct documentation is completed for each transfer of waste and that it correctly describes the waste;
- We will minimise the environmental impact of waste by prioritising waste prevention, re-use, recycling and recovery over disposal. This is known as applying the 'waste hierarchy'.

Fire-Tec-Gold Ltd aims to minimise any adverse impact on the environment from its policies and working practices. To that end we will plan to reduce the amount of waste we generate and pursue methods of disposal in line with this objective. These will include recycling, in contrast for example to collection and incineration.

Hazardous waste

Hazardous waste is defined by the List of Wastes/European Waste Catalogue where wastes considered to be hazardous are marked with an asterisk. It includes things that you would naturally expect to be hazardous – such as certain sludge's or chemical waste from refining processes but it also includes waste that arises in everyday business activity including construction and demolition. These include:

- Fluorescent tubes (see EA Guidance Note);
- Cathode ray tube televisions and monitors;
- LCD screens and laptops;
- CFC containing fridges and freezers;
- Certain types of batteries;
- Mineral oil or oil soaked rags and cleaners.

Business producing this type of waste cannot put it in the general waste bin and must have it separately collected under Hazardous Waste consignment procedures. Fire-Tec-Gold Ltd note that if they have a site that generates >500kgs of hazardous waste per year, they will register as a hazardous waste producer to get a premises code for use on consignment notes.

The Separation of Waste (England) Regulations 2025 place the requirement for workplaces to increase recycling efforts through making the process simpler. Under these new regulations, workplaces in England have a legal duty to present the following wastes separated:

- Dry recyclables;
- Food waste;
- Black bin waste.
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Any food waste generated will be separated from general waste and stored in separate bins / containers. Fire-Tec-Gold Ltd will arrange for the waste to be collected by a licensed waste carrier.

This will be achieved by having separate bins with clear signage.

WASTE STRATEGY

Fire-Tec-Gold Ltd believes that sustainable waste management is achievable by committing ourselves to a waste strategy that is based on the following waste hierarchy:

Reduce – We shall endeavour to only order the amount of materials that we actually need.

Re-use – We shall endeavour to choose materials that can be broken down in component parts at the end of their life and re-used.

Recovery – This includes recycling, composting and waste-to-energy.

Materials will be separated into component parts, ready for re-use.

WATER

The Employees of Fire-Tec-Gold Ltd are aware of the importance to protect the integrity of groundwater, rivers, lakes and other elements of the water system. The company recognises duties under the Control of Pollution (Oil Storage) (England) Regulations 2001, The Environmental Permitting (England and Wales) Regulations 2007 (as amended), Anti-Pollution Works Regulations 1999 and The Water Resources Act 1991 (as amended).

In particular Section 85 of The Water Resources Act 1991 (as amended) which states that, 'no person shall cause or knowingly permit any poisonous, noxious or toxic material or solid waste to enter a 'controlled water'.

‘Causing’ means not only deliberately releasing any polluting matter but also causing the pollution accidentally, by being the operator of a plant or process.

Where necessary to prevent water pollution, drain covers, self-contained water systems and other methods will be used. Detergents and solvents are to be as environmentally friendly as possible and where not possible Fire-Tec-Gold Ltd will ensure that the migration of substances does not adversely impact on the environment.

With regards to domestic water usage measures such as ‘Hippo’ bags in toilet cisterns will be exploited to reduce the volume of water used per flush, flush controllers on urinals will control the frequency and timing of flushes and when Fire-Tec-Gold Ltd are in a position to make recommendations these can incorporate infrared presence detectors, so that urinals are not flushed when a building is not occupied, eg at weekends. Measures to reduce the flow rate of taps will also be considered e.g. by using spray fittings rather than normal taps or by using flow restrictors.

MONITORING OF THE POLICY

Employees are encouraged to bring to the attention of the Director, areas, which in their opinion this policy appears inadequate. All such comments will be passed to our Environmental, Health and Safety Advisors for their consideration and review.

This Policy and Arrangements will be reviewed on at least an annual basis, provision will also be made to undertake a review in the event of the introduction of new, or the amendment of existing legislation, codes of practice or guidance notes.

ENVIRONMENTAL POLICY DOCUMENTATION REVIEW

To ensure that we comply with the requirements imposed by the Environmental Protection Act 1990 our Environmental Policy Statement and Documentation will be reviewed periodically and at least annually.

DATE OF REVIEW	REVIEWED BY	BRIEF DESCRIPTION OF CHANGES	NEXT REVIEW DATE
July 2024	Michele Lynch, Ellenbrooke Consultancy & Training	Section Added: Responsibilities, Organisation Chart and Environmental Arrangements Section.	July 2025
July 2025	Michele Lynch, Ellenbrooke Consultancy & Training	Sections Amended: Procurement, Recycling and Waste.	July 2026