



Environmental Policy

1. Policy Statement

Structura is committed to protecting and enhancing the environment in all aspects of its operations. We recognize our responsibility to minimize our environmental footprint, prevent pollution, and promote sustainable practices. This policy outlines our commitment to environmental stewardship and continuous improvement in our environmental performance, aligning with applicable environmental legislation and best practices.

2. Scope

This policy applies to all activities, services, products, and employees of Structura, as well as to our contractors, suppliers, and partners operating on our behalf. It covers all our sites, operations, and services, both in our offices and at project locations.

3. Our Environmental Principles and Commitments

Structura is committed to:

- **Compliance with Legislation:** Adhering to all relevant environmental laws, regulations, and other environmental requirements applicable to our operations.
- **Pollution Prevention:** Actively working to prevent pollution at its source, including air emissions, water discharges, and land contamination, through careful planning and operational control.
- **Resource Efficiency:** Minimizing the consumption of natural resources, including energy, water, and raw materials, through efficient use and the adoption of sustainable alternatives where feasible.
- **Waste Management:** Reducing, reusing, and recycling waste generated from our operations as a priority. Where waste cannot be avoided, reused, or recycled, it will be disposed of responsibly and in an environmentally sound manner.
- **Climate Change Mitigation:** Striving to reduce our carbon footprint by optimizing energy consumption, promoting sustainable transportation, and exploring renewable energy sources.
- **Biodiversity Protection:** Considering the impact of our activities on biodiversity

and ecosystems, and taking measures to minimize negative effects.

- **Sustainable Procurement:** Encouraging and working with suppliers and contractors who share our environmental values and demonstrate strong environmental performance.
- **Continuous Improvement:** Regularly reviewing our environmental performance, setting measurable objectives and targets, and implementing improvement programs.
- **Communication and Awareness:** Fostering environmental awareness among our employees and stakeholders, and openly communicating our environmental performance.

4. Responsibilities

- **Management:** Senior management holds overall responsibility for the implementation and effectiveness of this Environmental Policy. They will ensure adequate resources are allocated to achieve environmental objectives.
- **Employees:** All employees are responsible for understanding and adhering to this policy, participating in environmental initiatives, and reporting any environmental concerns or incidents.
- **Project Managers:** Responsible for ensuring that environmental considerations are integrated into project planning and execution, and that site-specific environmental plans are developed and followed.
- **Procurement Team:** Responsible for incorporating environmental criteria into the selection of suppliers and materials.

5. Objectives and Targets

Structura will establish and review measurable environmental objectives and targets on an annual basis. These objectives will be consistent with our environmental principles and will focus on areas such as:

- Reducing energy consumption.
- Minimizing waste sent to landfill.
- Increasing the use of recycled materials.
- Reducing water usage.
- Implementing environmentally friendly technologies and processes.

Progress against these objectives and targets will be monitored, reported, and reviewed by management.

6. Implementation and Monitoring

Our environmental management system will be implemented to ensure the effective

application of this policy. This includes:

- Identifying and evaluating environmental aspects and impacts of our activities.
- Developing and implementing operational controls to manage significant environmental impacts.
- Monitoring key environmental performance indicators.
- Conducting internal audits to assess compliance and identify areas for improvement.
- Maintaining records of environmental performance and incidents.

7. Training and Awareness

To support the effective implementation of this policy, Structura will provide:

- **General environmental awareness training** for all employees.
- **Specific training** for employees whose roles have a direct impact on environmental performance.
- **Induction training** for new employees to ensure they understand our environmental commitments.

8. Communication

Structura is committed to:

- Communicating this policy to all employees and making it publicly available to relevant stakeholders.
- Maintaining open communication with regulatory bodies, customers, and the local community on environmental matters.
- Encouraging feedback and suggestions from employees and stakeholders on environmental performance.

9. Policy Review

This policy will be reviewed annually, or more frequently if significant changes in legislation, technology, or business operations occur, to ensure its continued suitability, adequacy, and effectiveness.

Date of Last Review: 12/08/2025

Approved By: G. Haslam - Director, STRUCTURA Project Services Ltd