

Gem Cable Solutions Ltd Sustainability Policy Statement

Sustainability within the workplace is considered to be an important factor for the growth of our Business, and the environments and communities within which we work.

This document outlines the company's sustainability policy, which is supported by other policies, procedures and targets that have been incorporated into the Company processes and Management System

Gem Cable Solutions Ltd will ensure consideration of sustainability as follows:

- We will continue to manage our business within the principles of ISO 14001 and work towards implementing a formal EMS. We will also strive to maintain exceptional standards of performance in relation to environmental and sustainability issues.
- We will seek to minimise our impact on the environment by reducing our carbon footprint and by monitoring our use of the resources that are required to operate our business.
- We will seek to maximise the potential for the reuse and recycling of materials on every project and actively promote methods aimed at minimising waste.
- We will develop our workforce and raise awareness of sustainability issues through our employees, supply chain and customers to ensure that our workforce is able to meet the future needs of the business
- We are committed to improving and protecting the health and safety of our workforce and the communities affected by our operations and will establish a "zero harm" culture within our business.
- We will establish standards within the business and will appoint people in key leadership roles to ensure that the standards are implemented.
- We will continue to involve our local communities and stakeholders and will engage with them at the earliest possible opportunity to ensure that any impacts are identified and managed effectively.
- We will continue to deliver products and services which have a low environmental impact across their lifecycle.
- We believe in working partnerships and actively seek to influence policy both locally and nationally through our membership of various organisations, groups and working parties which are directly connected to our industry

Gem Cable Solutions Ltd are committed to growing the business in a responsible manner whilst continually monitoring, managing and optimising our operations to ensure that they do not impact adversely on the local environment and communities in which we operate.

This policy will be communicated to all employees and organisations working for or on our behalf. Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.

This policy will be periodically reviewed by the Company Directors and where deemed necessary will be amended and re-issued.

This policy statement is stored on our shared drive, where it is accessible to our employees. It is publicly available upon reasonable request by any interested party.

This policy has been developed with the assistance of NatWest Mentor.

Signed: Steven Jack – Managing Director
Director on behalf of Gem Cable Solutions Ltd

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