



ENVIRONMENTAL POLICY

It is the policy of Uniserv to maintain an environmental system designed to meet the requirements of ISO 14001:2015 (or any other standard in line with Annex SL Structure) in pursuit of its primary objectives, the purpose, and the context of the organisation.

It is the policy of Uniserv to:

- give satisfaction to all of our customers and other stakeholders and interested parties whenever possible, meeting and exceeding their expectations.
- comply with all compliance obligations, codes of practice and all other requirements applicable to our activities including the nature, scale and environmental impacts of its activities, products, and services.
- the reduction of hazards, prevention of injury, ill health, protection of the environment, including prevention of pollution, sustainable resource use, climate change mitigation and adaptation, the protection of biodiversity and ecosystems and any other specific commitments which are relevant to the context of the organisation.
- provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met.
- ensure that all employees are made aware of their individual obligations in respect of this environmental policy.
- maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

This environmental policy provides a framework for setting, monitoring, reviewing and achieving our objectives, programmes and targets.

Customer service is an essential part of the environmental process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of the environment and its impact of the products or service in which we provide.

To ensure the company maintains its awareness for continuous improvement, the environmental system is regularly reviewed by "Top Management" to ensure it remains appropriate and suitable to our business. The Environmental System is subject to both internal and external annual audits.

ENVIRONMENTAL OBJECTIVES

We aim to provide a professional and ethical service to our clients. In order to demonstrate our intentions, Our Management Team will analyse customer feedback data, internal performance data, external environmental performance, financial performance data and business performance data to ensure that our Environmental Objectives are being met.

We have identified the following Environmental Objectives
(SMART – Specific, Measurable, Achievable, Realistic and Timed)

- We will endeavour to deliver our services to specification, on time and to the price quoted.
 - This is measured by Project stats, client feedback, budget review.
- We will comply with all compliance obligations, codes of practice and all other requirements applicable to our activities including the nature, scale and environmental impacts of its activities, products and services.
 - This is measured by Compliance Review, Targets & Objectives & relevant key performance indicators.
- We will ensure that the reduction of hazards, prevention of injury, ill health, protection of the environment, including prevention of pollution, sustainable resource use, climate change mitigation and adaptation, the protection of biodiversity and ecosystems are measured and acted upon accordingly.
 - This is measured by Monitoring and measuring the impact to the environment which includes key performance indicators relevant to our organisation.

S Bassan



Managing Director

20th October 2025