



## NIKWAX & PÁRAMO ENVIRONMENTAL POLICY

Nikwax Ltd & Páramo Ltd are committed to evaluating the impact they can have on the environment.

Compliance with the UK's legislation is the minimum standard to which both companies shall adhere while endeavouring to follow best practice with due regard for business needs, in line with the requirements of ISO14001 and other requirements, such as those of the clients. The objectives for the companies are to:

1. Minimise the companies affect on Global Climate change by investing in Carbon Offsetting and conservation schemes and reduce Carbon emissions.
2. Minimise the production of all types of waste. Maximise on recycling and dispose of other waste that cannot be avoided in a responsible manner.
3. Encourage all employees and contractors to be receptive to the personal impact they can have on this policy and to report any breaches to the Environmental Representative.
4. Implement policies and procedures to prevent pollution.

All Directors will be responsible for communicating and implementing this Policy and will ensure that:

- a. Efforts are made to reducing office waste by maximising IT systems.
- b. Waste is handled in accordance with legislation and by registered carriers.
- c. Using recycled or environment friendly paper whenever economically practical, and favour the use of suppliers who are committed to environmental good practice.
- d. Energy is used efficiently.
- e. All incidents detrimental to the environment are reported, investigated and action taken to prevent reoccurrence.
- f. Training is provided as part of staff development taking into account responsibilities.

The Directors are committed to continually improving its performance by regularly reviewing its environmental impacts, and on an annual basis, update this policy in line with the review findings.

A handwritten signature in black ink, appearing to read 'Nick', with a long horizontal stroke extending to the right.

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Nick Brown  
Managing Director

7<sup>th</sup> March 2009