



ENVIRONMENTAL POLICY

Introduction

This policy applies to all employees and workers, who shall be referred to in this policy as “We / Our / Us”.

Policy Statement

Highway Care Limited is committed to minimising the environmental impact of our activities, our operating sites, our client's sites and promoting good environmental management within our own supply chain. We will achieve this by evaluating and monitoring our use of natural resources, such as fossil fuels and raw virgin materials, using sustainable products where possible and managing the impact of our waste streams by following the waste hierarchy.

We are committed to managing our environmental responsibilities through our Environmental Management System (EMS), which ensures that our activities not only meet our legal obligations but strive to adopt best practice. EMS performance monitoring is achieved through the implementation of key performance indicators and annual objectives. Our EMS is structured to meet the requirements of Environmental Management Standard ISO14001:2015 and is certified through audits by a UKAS registered certification body. Our EMS also focuses upon error prevention by monitoring and auditing activities, thereby identifying risks and opportunities, implementing corrective and preventative action to resolve and avoid such occurrences.

We are committed to continual improvement of our environmental performance across our business processes, considering the needs and expectations of internal and external stakeholders, suppliers, and customers.

In offering our products and services, we will:

- Comply with all applicable environmental legislation and other requirements with an aim of exceeding compliance wherever practical and possible. Where no regulation exists we shall work to our own standards and those set by our clients and other stakeholders.
- Provide products that are safe to use, make efficient use of resources and which can be reused, recycled or disposed of in an environmentally safe manner at the end of their life.
- Provide services that consider and minimise impacts upon the environment.
- Prevent or reduce, wherever practicable, the level of any harmful emissions and pollution.
- Minimise our use of natural resources including energy, fuels and raw materials wherever possible.
- Comply with all Environmental Permits and Licences.
- Implement processes to manage environmental performance and improvement through the involvement of all employees, stakeholders, and local communities in which we operate.
- To promote awareness and understanding of environmental issues with clients, employees, and the public.
- Work with our supply chain to minimise the environmental impact of their activities.
- To report compliance to the company's environmental policy internally and externally and review the policy regularly.

Signed

A handwritten signature in blue ink, appearing to read 'A. Thompson', is written over a horizontal line.

Adam Thompson
Managing Director

24th July 2026