

Sustainability Policy

People 'How do we treat the people around us?'

Developing skills

- *Creating opportunities for personal development.*
- *Providing training facilities and activities.*
- *Encouraging career mobility and promoting from within.*

Being socially responsible

- *Maintaining a high level of health and safety.*
- *With a policy of social inclusion embracing quality and human rights.*
- *Meeting or exceeding national and international standards.*

Using our supply chain

- *Encouraging sustainable development.*
- *Partnering in sustainability initiatives.*
- *Preferring suppliers with strong sustainability values.*

Environment 'How do we do the right thing by the planet'

Increasing resource efficiency

- *Reducing dependence on non-renewable resources.*
- *Preventing pollution.*
- *Reducing our carbon footprint.*

Minimising waste and maximising recycling

- *Re-thinking working practices to reduce waste.*
- *Actively seeking ways to re-use materials.*
- *Maintaining highest possible recycling rates.*

Ensuring compliance with laws and regulations

- *Complying with legislation and industry best practice.*
- *With both internal and external audits.*
- *Monitoring actual performance and achievements.*

Economic 'How do we all prosper?'

Being a good corporate citizen

- *Being a considerate company.*
- *Engaging with the local community.*
- *Raising general awareness of sustainability issues.*

Improving capability of Chemtest

- *Providing a more sustainable service.*
- *Setting targets for continual improvement.*
- *Investing in innovation and development.*

Communicating with our stakeholders

- *Keeping investors fully informed.*
- *Training and awareness of delivery teams.*
- *Entering into dialogue with local communities.*

Signed:



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