

ENVIRONMENTAL POLICY

1. POLICY STATEMENT

- 1.1 Our entire business is focused on preventing the transmission of microbes from one object or person to another thereby minimising the risk of cross-infection. We are striving to make the environment in which we live safer. At the same time we are committed to respecting and protecting the environment in which we live and operate.
- 1.2 We will uphold all relevant laws in respect of our conduct both in the UK and abroad.

2. ABOUT THIS POLICY

- 2.1 This policy sets out our responsibilities, and the responsibilities of those working for us, to help uphold our committed to respecting and protecting the environment, and provides information.
- 2.2 This policy does not form part of any employment contract or contract for service and we may amend it at any time. It will be reviewed regularly.

3. WHO IS RESPONSIBLE FOR THIS POLICY?

- 3.1 The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 3.2 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it.

4. OUR COMMITMENT

- 4.1 We recognise that our work has an impact on the environment and in this policy we commit to:
 - (a) complying with all relevant environmental legislation, regulations and approved codes of practice of the respective countries in which we operate;
 - (b) considering environmental factors in the development and design of our/new products and seek to minimise the potential environmental impact of our products;
 - (c) protecting the environment by striving to prevent and minimise our contribution to pollution of land, air, and water;
 - (d) reduce our consumption of resources, seeking to keep wastage to a minimum and maximise the efficient use of materials and resources;
 - (e) managing and disposing of all waste in a responsible manner; and

- (f) developing our management processes to ensure that environmental factors are considered during planning and implementation.

5. OUR ACTION PLAN

5.1 To meet our commitments we will:

- (a) provide that the Board of Directors has overall responsibility for this policy and performance;
- (b) allocate appropriate resources to implement this policy;
- (c) provide training for our staff so that we all work in accordance with this policy and within an environmentally aware culture;
- (d) investigate any environmental incident so that lessons are learnt to prevent recurrence;
- (e) monitor and continuously improve our environmental performance;
- (f) review our environmental policy regularly; and
- (g) set targets for improvement and report upon progress towards them.

6. OUR RESPONSIBILITIES

- 6.1 All staff shall ensure that they read, understand and comply with this policy.
- 6.2 All staff are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 6.3 All staff shall notify the Chief Financial Officer as soon as possible if they believe or suspect that a breach of this policy has occurred, or may occur in the future.
- 6.4 We are committed to ensuring no one suffers any detrimental treatment as a result of raising concerns in relation to the policy, or because of reporting in good faith their suspicion that an actual or potential breach has taken place, or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Chief Financial Officer immediately.

7. TRAINING AND COMMUNICATION

- 7.1 Training on this policy shall be provided as necessary for all those relevant individuals who work for us. .
- 7.2 Our commitment must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

8. BREACHES OF THIS POLICY

- 8.1 This Policy applies to all of our operations and staff and we also encourage our partners to follow the commitments and spirit of this policy.
- 8.2 Any employee who breaches this policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 8.3 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.