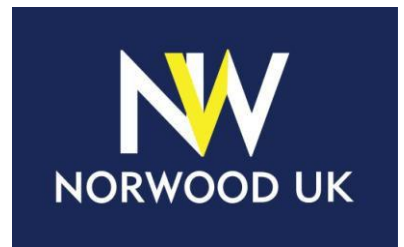




NW
NORWOOD UK

Sustainability Policy



SUSTAINABILITY POLICY

Norwood UK is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to Norwood's professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

To deliver this, the firm aims to:

- set a sustainability strategy for the firm
- be a leader in sustainable development in areas relevant to its business
- work with its clients to pursue, promote and develop sustainable business outcomes
- promote sustainable practices
- use its skills and influence to improve the built environment and to maintain the integrity and quality of cultural environments.
- hold its performance accountable to its staff through objective measurements
- report on its sustainability performance and achievements
- operate within a management system that is registered as meeting the requirements of ISO 14001.

Outcomes

In meeting these objectives, the firm will:

For its core business

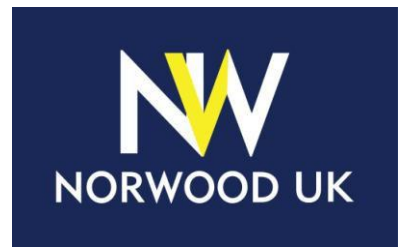
- comply with legal and other requirements that relate to its environmental aspects

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- provide value to clients by building upon its reputation for integrated service and a holistic approach to projects
- deliver a service recognised for its sustainability credentials, in line with client expectations
- evaluate projects with respect to their sustainability risks and opportunities and, where appropriate, work with the client to deliver a more sustainable outcome
- achieve performance that ensures the firm's economic, environmental and financial viability.

For its people

- employ and retain staff who have a high degree of awareness and expertise in sustainability for all disciplines practised
- provide ongoing education and training for all staff on sustainability issues relevant to the firm's businesses
- support innovative approaches to implementation of sustainability strategies on projects.

For its facilities

- endeavour to prevent pollution
- aim to use resources efficiently and to minimise waste, usage of water, energy and other consumables
- implement a strategy to move towards minimising carbon emissions in its operations
- implement a strategy for the firm to move towards sustainable procurement of the goods and services used in its operations.

For its external relationships

- engage with organisations that practise sustainability and that enable the exchange of ideas and the promotion of sustainability leadership across its businesses

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- implement a strategy to work on community projects that achieve sustainability goals.

Signed for and on behalf of the company

A handwritten signature in blue ink, appearing to be 'J Basford', written over a horizontal line.

J Basford – Group Safety, Health and Environment Manager