



Environmental Policy

NATIONAL WORKFORCE LTD wishes to ensure their employees that we minimize any negative impact our operations could potentially have on the environment.

National Workforce is a professional and environmentally conscious organisation, which acknowledges the impact that our operations may potentially have on the environment. The clear objective of National Workforce is to minimise any impact on the environment in accordance with all standards documented within Standard Adherence Document by:

National Workforce Ltd are a professional and environmentally conscious organisation, which acknowledges the impact that our operations may potentially have on the environment. The clear objective of National Workforce Ltd is to minimise any impact on the environment by reviewing its aspects and impacts:

- Always strive to better our performance regarding environmental issues and use the best environmental management practices as part of our business operations.
- Try to minimize our use of resources and to attempt to efficiently use those resources that we must consume.
- Preventing pollution, reducing waste and ensuring, wherever practicable, that measures are implemented to protect and preserve natural habitats, flora and fauna
- Considering the effects that our operations may have on the local community
- Attempt to reduce our carbon footprint to comply with our targeted objectives.
- Responsibly apply the principles of waste reduction, waste reuse and waste recycling as per our waste management practices.
- Taking action to eliminate or reduce, as far as practicable, any potentially adverse environmental aspects and impacts
- Promoting environmental awareness amongst our suppliers, contractors and partners by implementation of operational procedures
- Try to prevent pollution at our premises and work sites.
- Take environmental issues and energy performance into account in facility purchases, design, refurbishment and management.
- Seeking to work in partnership with the community by behaving in a considerate and socially responsible manner
- Ensuring effective and expedient incident control, investigation and reporting.
- Take environmental issues, including climate change, into account when buying services and goods.
- Obey all applicable environmental laws and regulations.



Managerial and supervisory staffs have responsibilities for the implementation of the policy and must ensure that environmental issues are given adequate consideration in the planning and day to day supervision of all work.

It is the policy of National Workforce to continually improve an effectively managed Environmental Management programme. National Workforce will fully comply with the duties placed upon it within the requirements of legislation, whilst at all times complying with, as a matter of best practice, the requirements and duties set out within Approved Guidance as issued by the Environment Agency and other organisations. As part of the company's commitment to maintaining the highest levels of environmental management, it is the intention that the company will work towards environmental management systems compliant with BS EN ISO 14001.

All employees and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own works, so far as is reasonably practicable, are carried out without risk to themselves, others or the environment. This includes co-operating with management on any environment related matter.

National Workforce will make this Policy available to all stakeholders, shareholders, staff and general public.

National Workforce will take all practical steps to ensure that potential hazards and risks to the environment are identified and that suitable and effective preventive and control measures are implemented. All employees will be provided with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy.

The Managing Director has overall responsibility for all environmental matters. The operation of this policy and the associated procedures will be monitored and reviewed on a regular basis to ensure that they remain current and applicable to the company's activities. This policy has been endorsed by the Managing Director who gives his full support to its implementation.

The company monitors progress on these goals, seeks feedback from employees and customers on these issues, and informs employees about the importance of environmental issues. We work with our employees, service partners, landlords and their agents and customers to improve our performance on environmental issues. We take sustainability and other environmental issues into account when providing security services.

6.1 Environmental Objectives

Environmental objectives are defined in the following areas. These objectives are established and understood at all levels in the company.

- 6.1.1 Reducing the company's carbon footprint (Net Zero Footprint 2050). Realistic targets for the reduction of the carbon

footprint will be set and recorded at the Annual Management review meeting. This objective shall be measured by the Chief Operations Officer during the monthly management review meeting.

These results will be recorded quarterly on document of Critical Success Factors.

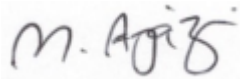
➤ 6.1.2 The company commits to managing and reviewing the aspects of the business which impact on the environment in both a positive and negative way. The results will be recorded monthly using document of Aspect and Impact Register & Monitoring Document and Aspect Monitoring Document.

➤ 6.1.3 All staff will receive Environmental Awareness Training and this will be recorded on Induction Training form.

➤ 6.1.4 The company aims to reduce the impact of Fire risk, by conducting frequent fire alarm tests and reviewing the fire alarm risk assessment.

➤ 6.1.5 The company aims to reduce the usage of ink cartridges and stationary equipment with the progression of digitising

Signed:

A handwritten signature in black ink, appearing to read 'M. Aziz'.

Position:

Managing Director

Date:

01/04/2026