



Policy

Title: **Environment**

Invicta Rail Ltd (Invicta) care about the environment and recognise the impact that our business has on the world we live in and aim to ensure that we undertake all aspects of our business in a responsible manner. At every stage of our decision-making process we aim to consider the social and environmental impacts of our actions. We are continually working to prevent pollution and minimise the impact of our operations on the environment.

Our vision is to have an Environmental Management System (EMS) in place that meets the requirements of the standard BS EN ISO 14001:2015, by Q4 2024. This will ensure that we minimise our environmental risks and that we operate within the requirements of appropriate legislation. Monitoring compliance to this standard will allow us to continually improve upon our performance.

Our policy commitments are as follows:

- As a minimum we will meet, or exceed, the requirements of UK and European environmental law and legislation, including appropriate industry and Client standards, such as Rail specific requirements, industry standards, applicable to Invicta operations.
- Communicate with Clients, subcontractors, statutory authorities and local communities to ensure minimal environmental impact and, where possible, environmental enhancement.
- Identify and evaluate the environmental aspects of all projects which the company undertakes which may include aspects such as Waste Management and Minimisation, Air Quality, Noise, Ground and Land Condition, Water Resources, Wildlife and Habitat, Archaeology and Heritage
- To provide adequate financial and physical resources to meet this policy.
- Identify and implement the training needs of all our employees to raise environmental awareness across the business and ensure that operatives and subcontractors are suitably trained in environmental issues where necessary.
- Provide communication channels both to pass relevant environmental information to employees and subcontractors and to allow employees, subcontractors and other external bodies to communicate effectively with management.
- Source environmentally sustainable materials, reduce our waste and consumption of energy and raw materials and maximise opportunities to re-use and recycle where possible.
- Actively seek to reduce waste through re-use, recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable.
- Seek opportunities to reduce impact through the sourcing and procurement by buying energy efficient goods and services from suppliers who share our view on sustainability (wherever practicable and commercially viable).
- Monitoring and working to reduce environmental incidents and acting in a timely and responsible manner if they occur.
- Set measurable and realistic environmental and sustainability objectives and targets and track progress against these in order to drive continual improvement across the business.
- Promote high environmental standards, practices, procedures and environmental awareness throughout the business to ensure all are aware of the commitment.
- Promote a culture in which our employees and subcontractors will consider the general environmental impact of their actions when engaging in operational and non-operational activities on behalf of Invicta Rail Ltd (e.g. undertaking business travel, paper use, water and energy consumption) and, where possible, play an active role in improving Invicta environmental performance.

REMEMBER - we all have a personal responsibility to maintain and improve the environment in which we live.



The responsibility for environmental management at Invicta lies with the Directors and will ensure appropriate resources are available.

Invicta expects all of its employees and subcontractors to contribute to the fulfilment of this Policy. Each new employee is briefed on this Policy as part of their Invicta induction process.

Furthermore, this Policy will be displayed at all depots and site offices, on the company website, and a copy shall be made available to Clients, members of the public and other interested parties as required.

This Environmental Policy will be reviewed annually to monitor its operation and effectiveness or sooner if there are changes to legislation or Invicta business activities that may affect the application of the Policy.

A handwritten signature in grey ink, appearing to read 'M. Cooper', with a long horizontal line extending to the right.

Signed: Michael Cooper

Position: Director

Dated: 01/04/2024