ENVIRONMENTAL POLICY

SDM Holdings Limited recognises that its business activities interact with the environment in a variety of ways. These activities have a significant impact in the key areas of:

- Generation of waste material
- The use of natural resources

The organisation recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, to be a responsible neighbour, and to provide a comfortable environment for its employees to work in. The business has assessed it's activities for their impact on climate change and seeks to combat climate change effectively, by carrying out concrete actions in mitigation (reducing emissions) and adaptation (building resilience to unavoidable impacts), while also continuing to increase knowledge and collaborate with stakeholders.

As such, the CEO (Marc Chauveau) of SDM Holdings Limited is committed to the following:

- Continual improvement in the environmental impact of its business activities by:
    1. Assessing and regularly re-assessing the environmental effects of the Organisation's activities
    2. Training of employees in environmental issues
    3. Minimising the production of waste
    4. Minimising material wastage
    5. Minimising energy wastage
    6. Promoting the use of recyclable and renewable materials
    7. Controlling noise emissions from operations
    8. Minimising the risk to the general public and employees from operations and activities undertaken by the Organisation.
- Preventing pollution by:
    1. Minimising the production of waste
    2. Minimising material wastage
    3. Promoting the use of recyclable and renewable materials
    4. Controlling noise emissions from operations
    5. Minimising the risk to the general public and employees from operations and activities undertaken by the Organisation.
- Complying with all relevant legal, customer, and other third-party requirements;
- Establishing measurable environmental and business objectives that are consistent with the context and strategic direction of the organisation and addressing risks and opportunities associated with them;
- Achieving objectives to help minimise its environmental impact;
- Adopting best practices applicable to its activities wherever practicable.
- Reviewing the businesses activities related to their impact on climate change when required to do so by changes or updates in legislation.

The organisation will achieve these commitments by:

- Implementing and maintaining an Environmental Management System that is independently certified as compliant with ISO 14001:2015;

- Employing processes that identify the aspects of the organisation's business that have an environmental impact and quantifying the significance of each aspect;
- Maintaining an environmental performance improvement programme to enable the organisation's objectives to be achieved;
- Ensuring that its employees, suppliers and customers are aware of their role in supporting the organisation's commitments and environmental objectives;
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives;
- Putting in place control measures and documenting against environmental aspects and risks in order to reduce their impact. Reducing the use of natural resources. For example, by maintaining operational vehicles to a high standard to reduce their impact on the environment due to their use of fossil fuels and monitoring ongoing fuel use.
- Continually monitoring the environmental impact of its business activities.

The implementation of this policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work.

This policy is publicly available to interested external parties upon request.

Signature/Release Confirmation



02.01.2026

Marc Chauveau

CEO



02.01.2026

Nicola Peters

Quality & Compliance Manager

Change log:

Revision	Details	Approved by
20 02 2025	Consideration of Climate Change Added to Policy	NP / MC
02 01 2026	Updating climate change area of policy to include actions / updating MD signatory title to be CEO.	NP/MC