



Herschel Infrared Ltd – Sustainability Policy July 2014

This policy sets out how we manage our approach to being a sustainable business.

Policy objectives

The objective of the sustainability policy is to:

- Minimise the use of the world's scarce natural resources;
- Make a positive contribution to the communities in which we work;
- Deliver sustainable profitable growth while satisfying our moral, legal and contractual obligations; and
- Integrate our sustainability strategy with our core business operations.

Requirements

Our businesses must have the right systems and processes in place to ensure that wherever possible we meet the policy objectives.

Operational efficiency: We will strive to provide sustainable value on every contract ensuring that the recommendations we make provide the best value for the customer in terms of energy usage, heat requirement and value for money. We will encourage all of our supply chain partners to support us in achieving our clients' sustainable objectives and drivers to maximise value for all our stakeholders. Fresh thinking is encouraged at Herschel Infrared Ltd and ideas to promote efficiencies across businesses and functions are encouraged.

Responsibility:

Planet: We will actively strive to develop and adopt the latest energy saving heaters and consider the environmental impact of the production process and end of life disposal. We must make sure that our people understand our environmental impacts and how to reduce them. We will implement environmental and carbon management systems to reduce and mitigate our impacts wherever possible. Fuel consumption will be kept to a minimum through improved vehicle selection procedures. We will always consider the use of conference calls where possible in substitution for travel to meetings.

People: Contributions should be made to the communities in which we work and we will actively encourage and support our employees to participate in charitable, fund raising and community projects.

Partners: We will act in a responsible manner when it comes to selecting supply chain partners. Small and medium sized businesses, minority owned organisations, voluntary, community and social enterprises will be used where viable as part of our supplier engagement strategy.

New markets: We must understand and adopt our commitment to sustainability when looking growth opportunities in new markets – whether that is organic growth or acquisitions. We include a robust sustainability due diligence as part of the process when looking at new potential markets.

People: We must ensure we have the right talent pipeline to fulfil all the future needs of our businesses. A comprehensive Human Resources strategy makes sure that we provide the performance management, engagement and leadership training to help our people achieve their full potential. This will include group-wide communications campaigns, e-learning programmes including Herschel Information Technology Centre modules and regular employee engagement to measure success.

Risk: We must make sure that the well-being of our people, and by extension our clients, is safeguarded while at work. Our Health and Safety systems and supporting programmes identify risk and have mitigation measures in place to drive safe working behaviours.



Participate in key forums: We will regularly interact with leading bodies to promote the use of Far Infrared as a green technology.

Responsibilities

The CEO is responsible for:

- Reviewing, endorsing and achieving this policy's aims.

Managers are responsible for:

- Implementing and enforcing the processes and procedures;
- Ensuring that their people are aware of their responsibilities and receive appropriate training; and
- Addressing any inappropriate behaviour.

Employees are responsible for:

- Carrying out their work in line with this policy and associated procedures;
- Challenging any behaviour that falls short of the expectations of this policy; and
- Identifying any breaches of this policy and reporting them to their line manager.

Paul Morey

A handwritten signature in black ink, appearing to read "Paul Morey".

Chief Executive Officer