

Waste Management Statement

Kirby will seek to minimise the creation of waste by avoiding unnecessary wastage of materials and recycling materials that cannot be directly reused as far as practicable.

All staff are required to comply with this policy by minimising waste creation and co-operating actively with recycling programmes. Kirby will comply with their 'duty of care' towards waste management, where waste is created, it shall be safely placed in appropriate storage receptacles, removed by competent and licenced contractors and disposed at appropriately licenced facilities. In addressing this statement, the company will:

- Develop plans for waste prevention, recovery and disposal.
- Utilise the principles of the 'waste minimisation hierarchy' – prevention, minimisation, reduce, re-use, and recycle, energy recovery and disposal.

Energy Management Statement

Kirby acknowledges the importance of energy as a necessary resource for successfully meeting the company's operational objectives. Kirby also realizes the need to responsibly use this resource in a manner that is sustainable and complementary to Kirby's Environmental Policy. In addressing this statement, the company will:

- Control and manage systems and energy infrastructure including the maintenance of all plant and equipment in such a way as to minimise energy wastage.
- Monitor and report on Kirby's energy consumption, under its control, in order to identify and implement opportunities for improvements in energy performance.
- Review energy efficiency performance and Energy Action Plans annually.
- Promote awareness of the responsibility for energy conservation to staff, contractors and vendors.
- Pursue the use of renewable and alternate energy to supplement conventional energy sources, to meet our obligations as a member of the Global Community including legislative requirements and minimising environmental impact.
- Strive to procure, distribute and maintain energy resources at the lowest cost while addressing the items above.

Sustainability Management Statement

Kirby supports the spirit of the 'Brundtland' definition of sustainable development: '*development that meets the needs of the present without compromising the ability of future generations to meet their own needs*'. To Kirby this means that we operate our professional activities and the management of our organisation in a way that enables all our people to realise their potential and improve their environmental of life, interacting with our communities while protecting and enhancing the earth's natural resources.

We are committed to continually improve the integration of sustainability into our working environment and business processes. Our aim is to play a proactive role in contributing to achieving sustainability where we have influence.

In addressing this statement, the company will;

- Integrate sustainability considerations into our business decisions and how these decisions may impact on our current and future needs.
- Reduce our impact on sustainability of all site & office activities through the implementation of our Environmental Policy, Waste and Energy Management Statements.
- Invest in our employees in offering training opportunities, rewards and fair contractual arrangements.
- Meet our client, regulatory and other requirements.
- Promote the awareness of our Sustainability statement with our staff, contractors, suppliers and clients.
- Participate in local and national initiatives which further social diversity and social inclusion within our communities.



SIGNED:

Jimmy Kirby
Managing Director

Date: 20th January 2017