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| 1 | Purpose | 1 |
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1.1 The purpose of this policy is to set out Fibre Revolution’s approach and commitment to responsible environmental management as part of our overall environmental and sustainable strategy.

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| 2 | Scope | 1 |
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2.1 This policy applies to all activities of Fibre Revolution Ltd at the Bourne, UK site.

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| 3 | Definitions | 1 |
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For the purpose of this policy the following definitions apply.

- 3.1 **Environment**  
Surrounding in which an organisation operates, including air, water, land, natural resources, flora, fauna, humans and their interrelationships.
- 3.2 **Environmental aspect**  
Element of an organisation’s activities or products or services that interacts or can interact with the environment.
- 3.3 **Environmental impact**  
Change to the environment, whether adverse or beneficial, wholly or partially resulting from an organisation’s environmental aspects.
- 3.4 **Life cycle**  
Consecutive and interlinked stages of a product (or service) system, from raw material acquisition or generation from natural resources to final disposal.



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| <b>4</b> | Policy Statement | 2 |
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Fibre Revolution Ltd is committed to supply its products and services in a responsible manner, helping to ensure that the impact on the local and the wider environment is minimal.

We aim to minimise our environmental impact where possible through the following measures:

- Ensure compliance with all current, relevant environmental legislation and other requirements; this is managed through our compliance register.
- Monitor and measure the environmental impacts of the Fibre Revolution Ltd.’s activities, products and services.
- Identify opportunities to reduce any possible environmental impact of the business activities.
- Ensure the efficient use of energy, water and other natural resources within the business.
- Take all reasonable steps to prevent pollution at local and a wider environmental level.
- Minimise waste and employ sound waste management and recycling practices both internally and amongst suppliers.
- Encourage suppliers to develop good environmental practices.
- Manage emergency procedures to deal with any significant environmental hazard that may arise from the activities within the business.
- Maintain a training programme that ensures:
  - » this policy is understood, implemented and maintained at all levels within the company.
  - » the objectives of the business are supported.
- Ensure the effectiveness of this policy and to evaluate the continual improvement of environmental performance; objectives and targets shall be established, measured and reviewed.

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| <b>5</b> | Responsibilities | 2 - 3 |
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**5.1 Board**

The Executive Directors and Board provide support and strategic direction for the company’s environmental management system and strategy.

**5.2 Departmental Managers**

Departmental managers are responsible for ensuring:

- Staff understand the process and policies in each of their departments.
- That any environmental management training (including induction and policy training) is recorded on our training platform.
- Educating and working with staff and contractors to minimize energy consumption and their impact on the environment.



**5.3 Technical Department**

The technical department is responsible for:

- Management of the environmental management system, management review and of the company compliance register
- Collation and entry of energy data.
- Data analysis and reporting of the company performance.
- Tracking and follow up of objective progress and management review actions.


**5.4 Employees**

Employees are required to comply with the company’s policies and procedures as set out in their employment contract, handbook, and training plans.

Environmental consideration and the efficient use of energy is the responsibility of every member of staff.

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| <b>6</b> | Communication | <b>3</b> |
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This policy is communicated through the company shared drive/intranet and company website (<https://fibre-revolution.com/>) and will be made available to all interested parties.

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|-------------------|-------------------------------------------------------------------------------------|------------------------|----------------------|
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| <b>Name:</b>      | Neil Wilson                                                                         | <b>Issue Date:</b>     | 09/01/2025           |
| <b>Position:</b>  | Executive Director                                                                  | <b>Review Date:</b>    | 09/01/2025           |

