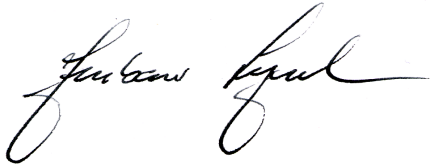


ENVIRONMENTAL POLICY

1. We are committed to the principle of sustainable development and will work to preserve the quality of life in the communities in which we operate.
2. We will maintain an independently registered ISO 14001 Environmental System in order to prevent pollution and to ensure that this policy is implemented.
3. We will comply fully with all relevant environmental legislation, regulations and codes of practice.
4. We recognize the importance of climate change and will minimize energy consumption within our businesses. Our ultimate goal is to become a carbon neutral supplier and to be able to offer carbon neutral products to our customers.
5. We will apply life cycle assessment techniques to minimize the environmental impacts of our activities, products and services.
6. We are committed to reducing our environmental impacts through responsible purchasing.
7. We will apply the principles of the waste hierarchy (re-design, reduce, re-use, recycle) to reduce the amount of waste produced by our business. Our ultimate goal is Zero Waste.
8. We will take action to minimize the environmental impacts of transport movements associated with our business.
9. We will ensure that all employees are aware of the environmental impacts of their activities and provide appropriate training for the tasks assigned to them.
10. We will help to protect the wildlife heritage of the United Kingdom.
11. We will review our environmental performance annually and set objectives and targets each year, which reflect our philosophy of continual improvement.
12. We will publish an environmental report each year to inform stakeholders of our performance in meeting environmental objectives and targets.



Finbarr Lynch
Director, Kierbeck Thames Limited
2nd June 2010