

INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY

Phlorum Ltd is committed to the achievement of a sound integrated management system (IMS) policy and practices in all aspects of its environmental consultancy business. We are committed to attainment of company and client requirements, and recognise that continually improving the IMS performance is a key factor in our continuing business success. We ensure that the IMS covers all applicable environmental, quality, and health and safety areas of our business and our operations. We assure conformance of our environmental consultancy services to these requirements by:

- Ensuring that there are arrangements put into place for the effective planning, development and review of this IMS policy and objectives. With a commitment to setting objectives and continually improving the performance of the IMS to enhance the environmental, quality and health and safety performance;
- Committing to conform with all compliance obligations relevant to Phlorum Ltd activities and services;
- Ensuring that appropriate systems are developed and maintained for the effective communication of the IMS matters throughout the Company;
- Providing the necessary information, instruction and training to Staff and others, including temporary Staff, to ensure their competence with respect to environmental, quality, and health & safety matters;
- Ensuring that Staff are consulted and encouraged to participate actively in all elements of the IMS, and appropriate Phlorum operations;
- Devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the operation of this policy and the IMS. Expert help will be sought where the necessary skills are not available within Phlorum;
- Operate a comprehensive IMS to ensure that, firstly, environmental aspects and impacts are considered in all areas of the business, that waste is minimised (such as Japanese knotweed waste), and that resources are conserved wherever possible and practicable so that the key aims of prevention of pollution and prevention of harm to humans are met. Secondly, ensure that quality factors are considered in all aspects of our business and that the environmental consultancy services provided are relevant to the quality management expectations and needs of our clients. Lastly, to ensure the protection of health & safety of all staff and subcontractors of Phlorum by preventing work-related injuries, ill health, disease and incidents, including Health and Safety issues of third parties resulting from work carried out by Phlorum; and
- Conducting regular audits/reviews of the IMS to determine the adequacy of the IMS and continually improve our management system performance, including an at least annual management review of this policy.

Phlorum Ltd recognises that the IMS forms a key part of this policy, which itself is an expression of the commitment of the company to environmental protection, quality throughout all business operations, and protecting the health & safety of all staff, as basic management responsibilities. The IMS and this policy are supported by all levels of management and are communicated to all employees and are also externally available to interested parties.

The company will operate in compliance with all relevant existing H&S & environmental laws, regulations and associated codes of practice plus all applicable Network Rail (NR) and London Underground Ltd (LUL) disciplines, and will endeavour to comply with all future changes. This will be applicable to all regions in which we operate.

Signed:

A handwritten signature in black ink, appearing to read "R. Redford".

Date: 25.04.2016

Rev0.3