

ENVIRONMENTAL AND SUSTAINABILITY POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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Next review	22nd July 2027

DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd is committed to protecting the environment, preventing pollution, complying with the Environmental Protection Act 1990 and all applicable environmental legislation, and continually reducing the environmental impact of its operations while supporting the transition to low carbon energy through its EV charging and renewable installation work.

2 SCOPE

- 2.1 This policy applies to all directors, employees, workers, consultants and sub-contractors of the Company at every location where the Company works.

3 COMMITMENTS

- 3.1 The Company will:
- (a) work towards net zero greenhouse gas emissions, including consolidating deliveries, sourcing from local merchants, transitioning its fleet toward electric vehicles, and specifying low energy LED lighting and efficient controls;
 - (b) segregate waste, use licensed carriers with transfer notes retained, recycle stripped cable and metals, and dispose of electrical equipment through WEEE compliant routes, targeting at least 90 percent diversion from landfill;
 - (c) prevent pollution of land, air and water, store fuels and chemicals correctly, and control dust and noise;
 - (d) source responsibly, including FSC or PEFC certified timber and recycled content materials where compliant products exist;
 - (e) reduce single use plastics through bulk ordering and supplier take back schemes; and
 - (f) include environmental requirements in sub-contractor engagement.

4 RESPONSIBILITIES AND MONITORING

- 4.1 The Managing Director is responsible for this policy. Performance, including waste records and fuel use, is reviewed annually and targets are set and reported where clients require.

5 NON-COMPLIANCE

- 5.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement.

6 REVIEW

- 6.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd



Shaye Grant

Signed:

Shaye Grant, Managing Director Date: 22nd July 2026