



ENVIRONMENTAL POLICY

SHW has a responsibility to the environment beyond legal and regulatory requirements and recognises that its business activities and the buildings it occupies all impact on the environment. We will strive to prevent pollution and reduce our impact on the environment and will, through experience and knowledge gained, encourage our clients, our stakeholders and our suppliers to do likewise.

SHW has adopted the following environmental policy framework for establishing clear objectives, and for setting, monitoring and reviewing its management controls to ensure not only compliance with this policy, and with all relevant environmental legislation, but with the aim of continuing improvement in its environmental performance.

SHW is certificated in respect of its environmental management system, in compliance with ISO 14001:2015, and is committed to regular and continual review of the systems adopted. Our ISO 14001 registration applies to our impact upon the environment as an occupier of our offices.

SHW has appointed 'Green Champions', comprising staff from its various offices, disciplines and levels. The champion has been tasked with the implementation of various measures, maintaining certification of the EMS, ensure ongoing compliance and continual development and improvement of SHW's approach on all environmental matters.

The Management Board of SHW is committed to this policy and takes responsibility for its success by ensuring the necessary resources are available for its effective implementation.

The task of monitoring, communicating and continually improve the effectiveness of the environmental management system is delegated to Tarniah Thompson, who reports to the Board on areas requiring improvement and the communication of the importance of meeting Company's environmental objectives are established and reviewed annually during the management review.

This policy will be displayed in all our offices and on our website for public view.

SHW will publish, circulate, review and promote its environmental policy in order to improve staff awareness and individual responsibilities within it and will implement appropriate training where required.

Signed:

A handwritten signature in black ink, appearing to be 'Russell Markham', written in a cursive style.

Russell Markham
Managing Partner

Dated: 1st April 2023