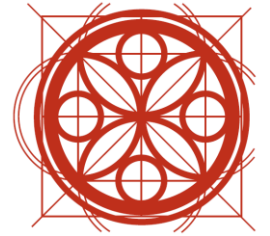




By Appointment To HM The Queen
Building Façade Restoration
and Conservation
PAYE Stonework & Restoration Ltd
London



PAYE

ENVIRONMENTAL POLICY STATEMENT

PAYE Stonework & Restoration Ltd are committed to minimising the impacts to the environment arising from operational works, travel and use of resources. The scope and methodology for the processes to achieve this will be documented in the company's integrated management system.

PAYE shall meet the legislative requirements, local environmental standards and comply with BS EN ISO 14001:2015. These requirements shall be regarded as the minimum environmental management standards to be accepted.

The board of directors will define the company's environmental objectives and, with assistance from the SHEQ team, set KPIs to measure the company's effectiveness in achieving these objectives. The board of directors will ensure that objectives and targets are met through communication and engagement within our organisation as well as a structured audit schedule.

PAYE are absolutely committed to the prevention of pollution, the use of ethical suppliers, responsibly sourcing stone, the protection of the environment, maintaining biodiversity and combatting man made climate change.

PAYE will provide training that supports best practice in this industry. All staff are given Environmental Awareness training and annual refresher training on the company's integrated management system.

The board of directors will be responsible for providing the resources and leadership required to successfully implement this policy. Successful delivery of the policy and management system necessitates a culture that actively encourages best environmental practices and ensures the engagement our people and supply chain.

The Environmental Policy and the associated management system is continually reviewed to improve the companies environmental performance. A formal review will be undertaken annually by the SHEQ team.

Matthew J. Kember MSc (Historic Building Conservation)
Managing Director

January 2020