

Environmental Policy Statement



Tew Brothers Limited incorporating Spitfire Joinery is a leading Building, Refurbishment and Maintenance Company with a Bespoke Joinery Division. The Management Team is committed to the protection and enhancement of the environment, the prevention of pollution, compliance with current environmental legislation and fulfilment of our compliance obligations by following these principles:

- **Environmental Focus:** We proactively identify and address the Environmental Performance of the business and strive for continuous improvement
- **Leadership:** Promote a culture of good Environmental Management
- **Engagement of People:** Create awareness amongst employees, sub-contractors, suppliers, customers and the public of the environmental impact of our business and work together to meet the needs of our business in a safe and sustainable manner
- **Process Approach:** Managing all inputs and outputs of our products and services to mitigate the impact on the Environment
- **Risk-based Thinking:** Making preventive action part of all operations by proactively identifying issues and reducing undesired effects
- **Improvement:** We strive for improvement across our Environmental Management System therefore setting and reviewing objectives and measurable targets
- **Evidence-based decision making:** We are committed to making decisions based on analysis of relevant data and information
- **Relationship Management:** Engaging our supply chain in improving their environmental performance and responsible sourcing

The Management Team recognise their responsibility for minimising the negative impact of our operations on the Environment and have established and will maintain an Environmental Management System (EMS) as part of the Integrated Management System (IMS), in accordance with the requirements of ISO 14001:2015.

The Management Team is committed to:

- Taking accountability of the effectiveness of the EMS
- Ensuring compliance with all necessary statutory and regulatory requirements
- Establishing Environmental objectives that are reviewed periodically through the management review process
- Providing the necessary resources and ensuring that responsibilities and authorities are determined and communicated throughout the organisation
- Making efficient use of resources: reuse rather than dispose where possible and promote the use of recycled materials
- Improve waste management and reduce waste to landfill where possible
- Making sure energy use is monitored and efficiency maximised
- Reducing water consumption
- Minimising polluting emissions or discharges to the environment

This policy is endorsed and supported by the Management Team who will ensure that it is communicated throughout the organisation. The Management Team will provide the necessary training and support to all employees to ensure that they understand and are able to fulfil the relevant aspects of the policy in their day-to-day work.

This policy will be reviewed annually by the Management Team and where necessary amended and re-issued. This policy will be made available to interested parties, upon reasonable request.

Signed:
Finance Director and Company Secretary

Date: 03 October 2019