



Environmental Policy

Xcalibre Fulfilment Solutions Ltd is committed to achieving environmental best practice throughout its business activities wherever this is practicable. The Directors of the organisation recognise that the pursuit of economic growth and a healthy environment must be closely linked and that ecological protection and sustainable development are collective responsibilities, in which governments, businesses, individuals and communities all have a role to play.

Our environmental responsibility program is based on continuous improvement, consistent with current knowledge. Our Environmental Management Systems are a central part of the business and as such have been fully integrated into all its aspects. We believe sound environmental practice is a key factor demonstrating effective corporate management. We seek to educate and train our staff to act in an environmentally responsible manner.

We seek to develop services in conjunction with our clients and suppliers that promote environmental protection where there is a sound business rationale for it. In order to meet this commitment the organisation will pursue the following objectives:

- To ensure compliance with all applicable environmental legislation and regulations
- To reduce emissions, prevent pollution and improve waste management practices
- To reduce consumption of natural resources
- To minimise noise and other nuisances
- To assist in the management of ecology
- To continuously assess its environmental performance
- To make its environmental information available to interested parties

The necessary personnel and financial resources will be allocated to assist the organisation in meeting its environmental objectives and targets that will be reviewed as appropriate. In addition the organisation will continue to raise the levels of environmental awareness throughout its workforce and to promote this awareness to its customers and suppliers. We recognise that environmental risks are part of the normal checklist of risk assessment and management. As part of our risk assessments, where appropriate, environmental impact assessments may be requested. The organisation is committed to operating its Environmental Management System in a manner that attains and sustains compliance to the international Environmental Management Standard ISO 14001 2015.