

Environmental Policy

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In order to achieve this, we adopt a multi-strand strategy to minimize the environmental impact of every aspect of our business operation.

The Quality & Compliance Manager/Supervisor is responsible for maintaining the relevant training, audits and certification regarding this environmental policy and CEO&COO of company are the decision makers for any subject of this policy.

GHS conducts regular supplier approval process within its procedure to also make sure that the suppliers are working with GHS are comply with EMS requirements and matching with GHS's EMS standards.

GHS also ensures that all virtual manufacturing partner/s are comply with EMS requirements.

This policy applies to our estates based in:

Address: Unit K3, Pitfield, Kiln Farm,
Milton Keynes, MK11 3LW,
United Kingdom

We are following and implementing all requirements of **ISO 14001:2015** within the company and all interested parties **as we are certified to ISO14001:2015 by QMS Certificate Number: 378762021**
Expire Date: 29/07/2027.

This includes all clauses of the standard but not limited:

- 1) Understanding the organization and its context
- 2) Understanding the needs and expectations of interested parties
- 3) Determining the scope of the environmental management system
- 4) Environmental management system
- 5) Leadership
- 6) Organizational roles, responsibilities, and authorities
- 7) Planning, Environmental objectives and planning to achieve them
- 8) Environmental aspects
- 9) Support
- 10) Operation
- 11) Performance evaluation
- 12) Improvement.

Our commitment and Objectives;

- Strive to continuously improve our environmental performance and integrate UK regulations and legislations into our business where possible.
- Reduce our consumption of resources and improve efficiency in the use of these resources.
- Manage waste generated from our business operations according to the principles of reduction, reuse, and recycling.
- Manage our business operations to prevent pollution in all forms.
- We do provide regular training to all staff, and we do perform internal audits to track and maintain the ISO14001 level competence of the staff.
- We do perform regular meetings to discuss the inputs and outputs of environmental policy.
- If an issue detected against our policy, we do raise an NCA form to investigate it (against transport issues, Procurement of Goods and/or Services, construction, staff etc)
- Pursue opportunities to minimise the environmental impact of our business operations.
- Review our Environmental Policy on a regular basis to ensure that it is properly aligned with current UK regulations and legislation.
- Comply with applicable legal requirements and other requirements to which the Company subscribes which relate to its environmental aspects.
- To include the consideration of environmental issues in all business strategies and initiatives.
- Senior management are committed to ensure that protection of the environment is firmly embedded in both the company's and all employees' culture and will endeavor to influence its suppliers and customers in a similar strategic environmental manner.
- Consider the wider global impact of all our activities including those of our suppliers' customers and other stakeholders.
- Educate, train, and motivate employees to carry out tasks in an environmentally responsible manner and ensure that a continuous professional development strategy remains core to our business goals.
- Encourage environmental protection among suppliers and subcontractors.
- To investigate the feasibility of influencing its suppliers, customers and third parties with consideration to life cycle impacts of their aspects. and activities.

To achieve this commitment, we are carrying out the following:

Paper

- We aim to be a paperless business operation by implementing the following:
 - The use of hard copy marketing material is kept to an absolute minimum. Electronic versions are used instead unless the customer specifically asks for a hard copy.
 - All invoices will be emailed to customers instead of sending paper copies, unless specified otherwise.
 - We use electronic job sheets where it's possible, instead of paper ones. This is not only better for the environment but also improves efficiency.
 - All quality procedures, sales quotations and other day-to-day business documents are accessed by staff electronically via our internal server. Hard copies are no longer kept.
- Any paper or cardboard that cannot be re-used is recycled.

Energy and water

- We reduce energy consumption wherever possible in the following ways:
 - Use of ultra-efficient LED lightbulbs throughout the premises.
 - Use of motion sensor lighting ensuring that lights are not left on in certain areas of the building.
 - All PCs automatically go into sleep mode after 15 minutes of inactivity.
 - The installation of double glazing in all parts of the building.
 - We use two A grade energy efficient boilers to heat our premises. The heating is automatically turned off when our premises are closed (e.g., during weekends and Bank Holidays).
 - Installed water efficient toilets and self-closing, non-concussive taps throughout the building.
- Our company uses very little water already. However, we aim to reduce this further still.

Waste Disposal (Estimated and targeted)

- GHS produce five streams of waste in the following approximate proportions:
 - Paper/cardboard/packaging (35%)
 - Landfill (40%)
 - Metal (10%)
 - Green waste (5%)
 - Plastic (10%)
- All paper, cardboard, plastic, and tins are recycled.
- Electronic components are recycled.
- Old IT equipment such as laptops, desktop PCs, printers, computer screens, keyboards and mice are responsibly recycled.
- Metalwork or other equipment is disposed.
- Green waste is disposed of.
- All used batteries are recycled.

Office Supplies

- We only use recycled paper which is PEFC certified.
- Where is possible, we tried to have our supplier of office stationery and consumables to be ISO 14001 certified.
- All stationary supplies are monitored to minimize wastage.
- All pens are disposed.
- All printer cartridges are recycled.

Equipment

- We advise customers on the running costs of their equipment, providing them with information on average power consumption and heat output (where applicable).
- We always endeavor to supply equipment from environmentally conscious suppliers. Many of our suppliers are ISO 14001 compliant.

Supply Chain

- Where possible, we will always try and purchase products locally where the cost and quality are the same or better. This will not only ensure that the carbon footprint of the products we supply is minimized, but it also fits in well with our 'Buy British' ethos.
- We will place large stock orders with our suppliers in order to minimize the number of shipments and packaging required for those shipments.
- Where possible, we will encourage all customers to consolidate the delivery of new equipment into one single shipment instead of multiple deliveries.
- We will emphasize our own environmental standards when choosing and auditing our suppliers.

Transportation

General

- We use a global supplier for transportation of our goods.
- We consolidate deliveries into as few as possible.

Staff

- As part of the induction training program, all staff undergo environmentally conscious driver training which helps minimize costs to the company and our environmental impact.
- Staff will aim to consolidate work into geographical areas, thus minimizing travel.
- For routine work if needed, staff will, whenever possible, travel to the customer site via public transport.
- The location of our premises is highly sustainable. **GHS** is conveniently located within the UK and as such has access to excellent public transportation. This means that staff and visitors to our site can arrive by either rail, bus, or tram.
- At the moment staff commute are 30% and 70% are locally, some of them in a walking distance. For the staff that are commuting we are encouraging car sharing.

Maintenance and cleaning

- We have decided to eliminate the use of harsh chemicals and additives for everyday office cleaning.
- We currently use cleaning products that are natural and biodegradable to clean our offices.
- We aim to keep our premises properly maintained and implement new energy-saving technologies whenever possible.

Monitoring and improvement

- We Use risk assessments to identify potential environmental hazards.
- We aim to further lower electricity consumption by replacing any existing restricting electricity usage whenever it is not needed.
- Water consumption should be lowered with the installation of water-efficient toilets and self-closing, non-concussive taps throughout the building.

Future plans

- Maintain the achievements we have already made.
- To research the cost and feasibility of installing solar panels on our entire site by 2025.

- Aim for a minimum of Grade C energy performance of our site by 2025.
- Create a wildlife haven for birds and insects in our private courtyard by mid-2025. This will also double as an area for staff to eat their lunch.
- Install reflective vinyl to upstairs windows by summer 2025 to reduce the amount of sun rays coming into the offices. This will lower the temperature and thus minimize the need for air conditioning.
- Set up a cycle to work scheme to benefit the environment and the overall health and wellbeing of our staff.
- Work on Carbon Reduction Plan (CRP) and implement required activities to comply with our EMS.

Policy Owner

The person in charge of this Environmental Policy is the Quality & Compliance Manager/Supervisor with the support of the COO.

Document Control

This Environmental Policy will be regularly reviewed and updated as necessary. Victoria Guney, COO endorses this policy statement and is fully committed to its implementation.

Name:	Victoria Guney
Position:	COO
Signature:	
Date:	02/07/2026
Date for Next Review:	01/07/2027

Rev.:	01
Amendments from previous:	N/A
Other comments:	N/A