

ENVIRONMENTAL POLICY STATEMENT

Gradus Ltd and Gerflor Flooring UK Ltd fully accepts and acknowledges our obligations under the Environmental Protection Act 1990, and all other regulations and amendments since that time. It is the policy of the company to promote a positive health, safety, and environmental culture within our organisation, whilst continually striving to minimise the impact of our day-to-day activities on the environment.

To enhance the environmental performance of our organisation the Company has set the following environmental objectives:

- Monitor and review compliance with all relevant environmental legislation, in-line with the requirements of the framework of our ISO 14001:2015 certified environmental management system.
- Provide appropriate information, instruction, training, and supervision for all employees in environmental matters, to develop environmental awareness and responsibility throughout the company.
- Make every effort to conserve the use of materials and improve energy efficiency, whilst minimising the quantity of waste generated.
- Continue to improve our existing waste management protocols whilst striving to reduce waste percentages to landfill.
- To ensure all waste generated is only removed by reputable licensed waste carriers for disposal or recycling at licensed waste sites.
- Comply with statutory regulations, approved codes of practice, recognised guidelines, and other requirements applicable to the company and its environmental impacts.
- A commitment to fulfil our compliance obligations by ensuring the protection of the environment and preventing environmental pollution.
- Utilise the latest innovations to assist in maximising the recycling ability of all waste materials generated, whilst developing new products which have the potential for recycling.
- A commitment to continually improve the effectiveness of our environmental management system, to enhance our environmental performance by establishing these objectives and recommending improvements at management review meetings.

Performance against these objectives is measured with the results regularly reviewed to ensure ongoing effectiveness and applicability.

The Company's management team have specific responsibilities to maintain and uphold this policy, whilst ensuring compliance with all current environmental legislation. We will endeavour to keep all our employees, sub-contractors, and supply chain aware of and adequately instructed in this legislation and take all reasonable steps to implement the effective operation of this policy.

Date: 30/1/2026

Signed:

(Ian Sykes, Operations Director)

Signed:

(Gianfranco Apicella, Group Commercial Director)

Signed:

(Neil Thompson, Marketing Director)

Signed:

(Rheinallt Griffith, Finance Director)

Revised: January 2026

Revision Due: January 2027