



Statement of Intent

It is the aim of Pebbo Ltd to comply with the spirit of all legislative controls and other Government and EEC policies to minimise waste and control pollution at all levels of the company's operations. The Company takes a close and responsible interest in the environmental impact of the projects with which it is concerned. It aims to contribute to environmental improvement and sustainable development and to minimise any negative environmental impacts. Where the Company is involved in assisting the design or promotion of new projects, their environmental impact is an important consideration and, wherever possible, Pebbo Ltd seeks environmental benefit. Without detriment to the generality of the general policy statement, Pebbo Ltd will specifically be involved in:

- developing a framework for continued environmental improvement through the progressive implementation of environmental management systems, which ensure that the environmental impact of business activities is evaluated.
- producing environmental action plans, which set realistic and achievable targets, appropriate to their business circumstances and monitoring, reviewing and updating these plans on an annual basis.
- using resources such as energy, water and raw material efficiently and taking opportunities to minimising waste through re-use and recycling.
- reducing the effect of noise, dust, disturbance and inconvenience from operational activities and minimising CO2 emissions as far as is practicable.
- working closely with customers, partners, designers, consultants, suppliers, sub-contractors and, where appropriate, members of the community to develop good environmental practices and solutions.
- Actively involving employees and ensuring appropriate training is given to raise awareness and appreciation of environmental issues.
- ensuring timely response to complaints from third parties and the reporting of incidents and accidents.
- Moving towards the use of electronic rather than paper means of communication.
- Seeking to ensure that similar degree of environmental care is exercised by our working partners.

Environment Policy

Legislation

Pebbo Ltd will comply fully with environmental legislation and officially approved codes of practice, summarised as follows:

- The Environmental Protection Act 1990
- The Site Waste Management Plans Regulations 2008
- The Waste Electrical and Electronic Equipment Regulations 2006 as amended 2007
- The End of Life Vehicle Regulations 2003
- The Landfill (England and Wales) Regulations 2002 as amended 2004.
- Pollution Prevention and Control (England and Wales) Regulations 2000
Pollution Prevention and Control (England and Wales) Regulations 2000 Together with European Directives concerning the disposal of waste, including: Together with European Directives concerning the disposal of waste and use of hazardous substances, including:
 - RoHS Directive
 - EU Batteries Directive

Responsibilities

The nominated environmental officer for Pebbo Ltd to whom all queries should be made is Carl Orrell, (Director). In his absence Danielle Orrell, (Sales Director) will act as his deputy.

Responsibilities of individuals

Pebbo Ltd and its full time or part time staff accept the following responsibilities in the Company's endeavours to comply with and bring awareness of environmental issues into its daily operations. We will therefore strive to adhere to the following policies:

- To arrange reuse or recycling of waste materials whenever practicable.
- To reduce water consumption where practicable.
- To reduce unnecessary packaging wherever possible.
- Where the use of motor vehicles is necessary, shared use will be encouraged wherever possible.
- Moving towards the use of electronic rather than paper means of communication.

Individuals have a duty to co-operate with the company in complying with policy requirements that relate to their activities and actions in case of emergencies. In addition, there is a duty to report incidents that may cause harm to the environment.

Environment Policy

Waste storage and disposal

It is the policy of Pebbo Ltd to recycle waste whenever possible. Inevitably not all waste is suitable for recycling and waste that needs to be disposed of is separated from that suitable for recycling. Waste is not allowed to accumulate on site where it might become an obstruction or other hazard but is stored neatly in an allocated storage area, collected on a regular basis as soon as a viable quantity is available and removed from the site for recycling, reuse or disposal.

Corporate Responsibilities

The Company undertakes to carry out the following annual processes and to ensure:

- Ensuring the use of power and heat is kept to a minimum by monitoring quarterly usage and investigating any deviations from the mean average.
- The promotion of a purchasing policy which will give preference, as far as practicable, to those products and services which cause the least harm to the environment and which help by reducing and recycling waste.
- The adoption of more stringent targets than legally required for the disposal of waste and the protection of the environment wherever practicable.
- Fully inform and provide available instruction for employee's to increase awareness of their environmental responsibilities.
- To encourage the use of less polluting communications technologies in preference to unnecessary business journeys. Pebbo Ltd believes that use of the internet can help to replace older more polluting technologies with newer more benign ones, and we will always try to ensure that our business activities reflect this.
- Where necessary deliverables will be marked to aid in future recycling at end of product life.
- Increase employees' and sub-contractors awareness of environmental responsibilities and provide guidance to clients.
- Strive to ensure that employees and sub-contractors work in safe and comfortable conditions.

Environment Policy

Management Practices

The Company intends to maintain records to show compliance with the Corporate and Individual responsibilities identified above.

These will include the following:

- Review of legislative compliance and record keeping.
- Review of current goals and objectives.
- Review of areas of improvement and set future goals.
- Employee feedback discussions in conjunction with employee appraisal meetings will take place 4 times per annum
- Annual policy review to ensure alignment with current legislation and industry recommendations.