

Group Environmental Policy

Owner: Group Property and Facilities Manager

Contents:

1. Policy

Classification: Internal

This document can only be considered valid when viewed on the intranet. If this document is printed into hard copy or saved to another location, you must check that the version number on your copy matches that of the one online.

Group Environmental Policy v1.1

July 2023



Document Control

Document History

Date	Version	Summary of Changes
01/02/2022	1.0	Creation of new policy
26/08/2022	1.1	Annual Review
26/06/2023	1.2	Updated to latest group template
26/07/2023	1.3	Annual Review

Approvals: This document requires approval from the Group Property and Facilities Manager.

Name	Title	Date of Approval
Christophe Leemanyan	Managing Director	V1.3 26/07/2023
Liam Rowlinson	Group Property and Facilities Manager	V1.1 26/07/2023

Distribution: This document will be distributed via our internal intranet

Frequency of review required: 1 year, and on an ad hoc basis.

This policy will be reviewed (whichever is earliest):

- in-line with the review period
- where significant change is required
- due to professional or government body requirements
- due to legislative changes/amendments

Notification of changes, relevant information and training will be provided where required.

Group Environmental Policy v1.1

July 2023



1 Policy

The ExamWorks UK Ltd group of companies (Group) are specialist outsourcing organisations which offer a diverse range of products and services to the insurance and legal sectors since 1996. ExamWorks UK Ltd is part of the ExamWorks family, a leading global independent medical examinations provider headquartered in Atlanta, Georgia.

The parts of the Group that are applicable to this policy consists of the following specialist organisations delivering niche industry leading services:

- JP Morriss Assessors Limited
- Kindertons Limited t/a Kindertons Accident Management
- Plantec Assist Limited
- Sovereign Automotive Limited

The Group recognises that its operations impact upon the environment. Through the identification of its most harmful activities, the Group strives to lead the industry with new levels of environmental awareness, pledging a commitment to continual improvement.

The Group will:

- Comply with all relevant environmental legislation and regulations.
- Minimise the amount of waste it produces by encouraging the recycling of all possible office waste, such as paper, tin and plastic, and the promotion of reusable products.
- Reduce the amount of energy it consumes in its buildings by continuing to use energy-saving schemes.
- Review the amount of water it consumes and look for ways to reduce its consumption.
- Ensure all employees understand the environmental impacts associated with their responsibilities by providing appropriate training, guidance, and information.
- Purchase, where possible, sustainable products that can be used in daily operations.
- To reduce the amount of paper it produces by developing new online systems and encouraging employees 'think before they print.'
- Promote sustainable travel, remote meetings, and homeworking where appropriate.
- Manage its business operations to reduce pollution.
- Seek to ensure that suppliers meet environmental requirements like its requirements by complying with pre-agreed standards.
- Continually review current systems to ensure that the Group is constantly improving environmental performance.
- Communicate its environmental commitment to all employees and relevant stakeholders.

This policy is a framework for establishing and reviewing the Group's environmental objectives and targets. The Group committed to measuring, auditing, and reporting its environmental performance against the objectives.