

Mastip Environmental Policy Statement: Protect the Environment on a daily basis

Mastip Technology and its global group companies are committed to leading the industry in minimising the impact of our activities on the global environment. Further we acknowledge that we have a wider social responsibility to future generations to reverse and repair the unsustainable practices that harm the environment daily.

As Mastip works in the Tooling and Plastics Industry we are committed to working with the industry and our global customers to increase the global recycling rates for plastic from 14% in 2017 to 70% as part of the Circular Economy and are committed to looking beyond the current "take, make and dispose" extractive industrial model, the circular economy is restorative and regenerative by design. Relying on system-wide innovation, it aims to redefine products and services to design waste out, while minimising negative impacts. Underpinned by a transition to renewable energy sources, the circular model builds economic, natural and social capital.

The key points of our strategy to achieve this are:

- Minimise waste and emissions by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic and carbon emissions through the selection and use of both our manufacturing machinery and fleet as well as the source of its power requirements.
- Actively promote recycling both internally and amongst our customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- Implement an accredited program to offset the greenhouse gas emissions generated by our activities.

1 Purpose of this Policy

- 1.1 Mastip Technology have developed and approved an environmental management policy that includes a commitment to:
- Care of the environment.
 - Prevention or mitigation of negative environmental impacts.
 - Acknowledgement of our wider social obligations to future generations
 - Educate the industry and our customers regarding the circular economy and encourage recycling of plastics
 - Legal and statutory compliance.
- 1.2 The policy statement shall be known and understood by all employees. A copy of the policy will be given to all new employees during their induction.

2 Policy Commitment

Mastip Technology is committed to making a positive contribution to its people and the environment. To ensure that our activities, products and services have a minimal effect on the environment we need to: -

- Comply with or exceed legal and other requirements which relate to our environment.
- Reduce waste and pollution and respect the consumption of resources.
- Eliminate as much as possible the use of hazardous material.
- Educate, train, resource and motivate employees to carry out tasks in an environmentally & socially responsible manner.
- Encourage environmental protection among suppliers and subcontractors.

Mastip Technology is committed to continual improvement in areas of social and environmental impact. This Policy will be communicated to all employees and will align themselves to contractors and suppliers who support a sustainability policy as well.

3 Responsibility and Authority

Every person at Mastip Technology has a responsibility/duty to complete their tasks in the most environmentally-responsible manner and in accordance with the agreed Environmental Management Standards.

Where there is a social or environmental impact they have a responsibility to report any non-conformance to the Environmental Champion.

4 Environmental Champion

The CEO of Mastip Technology is responsible for:

- endorsing the Environmental Policy
- ensuring appropriate resource allocation to enable the effective operation and continual improvement of the Environmental Management Standards.
- ensuring that there is a member of the Executive Team that has the duties of the Environmental Champion.

The appointed Environmental Champion irrespective of other duties has the documented and defined responsibilities to ensure continued compliance to Environmental Management Standards by:

- reporting on environmental system performance to management.
- reporting suggestions for environmental improvement to management.
- communicating internally and externally, where applicable, with interested parties.

The Environmental Champion must be known by all employees. The Environmental Champion is made known to all new staff via the company induction programme.

5 Legislation and Regulatory Compliance

5.1 The Environmental Champion shall identify the relevant legal and other requirements applicable to the environmental aspects of Mastip Technology, and determine how these requirements apply to its operations.

5.2 The Environmental Champion shall maintain knowledge of Legal and other requirements, and ensure all information is available and accessible.

- 5.3 The Environmental Champion shall maintain knowledge and ensure that the applicable legal and other requirements are complied with at all times.

Legal & Regulatory compliance is usually associated with the following:

1. Land use
2. Discharge to air
3. Discharge to water
4. Discharge to land
5. Discharge to sewer

6 Continuous Improvement

- 6.1 All employees have the authority to raise a request to improve sustainability within Mastip Technology.
- 6.2 All completed improvement requests are to be forwarded to the Environmental Champion for review.
- 6.3 The Environmental Champion will be responsible for setting up a register to record all requests for improvement and subsequent follow up actions
- 6.4 The Environmental Champion, in consultation with Executive team, decides upon the suitable corrective action to be taken, the timeframe for completion of the corrective action and the responsibility for completion.
- 6.5 Once the suitable action has been taken as in 6.4 above, a post completion review is conducted by the Environmental Champion.

7 Training, Awareness & Competence

- 7.1 All employees are to be made aware of all sustainability initiatives within Mastip Technology and throughout group operations.
- 7.2 Records of the induction are retained in Personnel Files. All forms must be signed and dated by the Team Member and the Team Leader/Manager.

8 Preferable Purchasing

Mastip Technology shall endeavour to purchase products and services that have a reduced effect on human health and the global environment when compared to competing products or services that serve the same purpose, while remaining fiscally responsible.

8.1 Striving to:

- Protect the health and well-being of our employees and the community
- Support manufacturers and vendors whose products and services reduce environmental and human health impact and align with our environmental values

9 Environmental Office Practices

There are many effortless ways to improve our environmental performance by looking for improvements in the office area. The following environmental initiatives are currently active within Mastip Technology offices:

9.1 Resource Utilization

- Paper Saving

In order to reduce unnecessary paper consumption please:

- Use both sides of paper.
- Use suitable font size / shrinkage mode to minimise pages (where possible).
- Use electronic media for circulation / communication, to minimize using paper (where possible).
- **Water Conservation**
In order to reduce unnecessary water consumption please:
 - Report leaking taps or pipes to the relevant authority.
 - Turn off the tap when not in use.
- **Electricity Conservation**
In order to reduce unnecessary electricity consumption please:
 - Set energy saving mode where possible; for computers set the sleep automatically mode to 20 minutes or less.
 - Set room temperature range from 20° C to 24° C.
 - Switch off unnecessary lighting.
 - Switch off power supply when they are not in use.
 - Switch off all power supply in the area while leaving.
- **Stationery Conservation**
 - Use environmental friendly stationery.
 - Reuse binders, envelopes and other materials until worn out.
 - Reuse stationery as far as possible.

9.2 Green Pantry

- Use reusable cutlery, cups and glasses.
- Source Fairtrade products for canteen requirements
- Where possible Mastip Technology will use environmental friendly cleaning products (e.g. biodegradable or phosphate free detergent, refillable soap, etc.)

9.3 Handling of Office Waste

- **General Refuse**
 - All waste is segregated by clearly identified containers in black bags (e.g. paper, plastic and cardboard) this is to facilitate the recycling of general solid wastes.
- **Toner Cartridge Recovery**
 - Mastip Technology collects spent toner cartridges and arranges pick up by the appropriate contractor for recycling. Please place the used cartridges on the Factory Inwards Goods desk and mark for recycling.
- **Fluorescent Bulbs Recovery**
 - Mastip Technology collects spent Fluorescent Bulbs and arranges pick up by the appropriate contractor for recycling. Please place the used bulbs on the Factory Inwards Goods desk and mark for recycling.
- **Waste Paper Recycling**
 - Do not place contaminated items (e.g. food contaminated papers) and non-recyclable paper (e.g.

carbon paper, plastic laminated paper) in the designated containers.

- **Waste Computers and Accessories**
 - Collect and reuse waste computer accessories in other computers or systems wherever practicable. Sell all surplus computers and accessories to employees.
- **Battery Collection**
 - Employees are encouraged to use rechargeable batteries where practicable.
 - The collection of spent batteries for recycling / hand batteries in to Factory Inwards Goods desk for proper disposal.

9.4 Indoor Air Quality

- Large green plants are placed in and around the office areas

10 Manufacturing Practice

10.1 Design

- Our design team shall at all times seek to minimise the amount of raw material required and wastage consistent with good design practice
- Most efficient machining routes shall be planned to reduce energy consumption required in manufacturing
- Packaging design and materials shall consider the impact on the environment

10.2 Machining waste

- All metal scrap shall be recycled with an accredited metal recycling company
- Where possible coolants/Lubricants shall be recycled and reused by removal of oil and metal contamination
- When coolant cannot be recycled it shall be properly packaged, identified and disposed of at a proper hazardous waste disposal site by an approved vendor

10.3 Power usage

- Age of machines shall generally be kept to 6 years to ensure optimum machine efficiency
- Machines shall be turned off when not in use
- Power factor must be monitored for manufacturing site overall and if not efficient then a power conditioning unit should be introduced
- Lighting in the manufacturing space should be LED and where older sodium or halogen lights are present there should be a program to upgrade to LED.
- The source of power generation shall be considered and renewables preferred within the bounds of fiscal responsibility