

Sustainability Policy

Kirby is committed to promoting sustainable practices and reducing our environmental impact in all areas of our business. Sustainable is defined as *'development that meets the needs of the present without compromising the ability of future generations to meet their own needs'* [Source: Rio Summit]. At Kirby this means that we operate our professional activities and the management of our organisation in a way that enables all our people to realise their potential and improve their way of life, interacting with our communities while protecting and enhancing the earth's natural resources.

We are committed to continually improve the integration of sustainability into our working environment and business processes. Our aim is to play a proactive role in contributing to achieving sustainability where we have influence.

In addressing this statement, the company will:

- Integrate sustainability considerations into our business decisions and how these decisions may impact on our current and future needs.
- Reduce our impact on the environment in all our activities through the implementation of our Environmental Policy, Waste and Energy Management Statements & Procedures.
- Support sustainable sourcing by purchasing materials and products from suppliers who meet our environmental standards.
- Invest in our employees in offering training opportunities, rewards, and fair contractual arrangements.
- Meet our regulatory, customer and other requirements.
- Promote the awareness and education about Sustainability with our staff, supply chain, and customers.

Participate in local and national initiatives which positively impact social diversity and social inclusion within our workplace, supply chain and communities.

Waste Management Statement

Kirby will seek to minimise the creation of waste by avoiding unnecessary wastage of materials and recycling materials that cannot be directly reused as far as practicable.

All staff are required to comply with this policy by minimising waste creation and co-operating actively with recycling programmes. Kirby will comply with their 'duty of care' towards waste management, where waste is created, it shall be safely placed in appropriate storage receptacles, removed by competent and licenced contractors and disposed at appropriately licenced facilities. In addressing this statement, the company will:

- Develop plans for waste prevention, recovery, and disposal.
- Minimise waste by recycling and reusing materials where possible, using the principles of the 'waste minimisation hierarchy' – prevention, minimisation, reduce, re-use, and recycle, energy recovery and disposal.

Energy Management Statement

Kirby acknowledges the importance of energy as a necessary resource for successfully meeting the company's operational objectives. Kirby also realizes the need to responsibly use this resource in a manner that is sustainable and complementary to Kirby's Environmental Policy. In addressing this statement, the company will:

- Control and manage systems and energy infrastructure including the maintenance of all plant and equipment in such a way as to minimise energy wastage.
- Promote sustainable transportation by upgrading our fleet to EV, using alternative green fuels and encouraging employees to use public transportation, carpooling, or biking to work.
- Monitor and report on Kirby's energy consumption, under its control, to identify and implement opportunities for improvements in energy performance.
- Review energy efficiency performance and Energy Action Plans annually.
- Promote awareness of the responsibility for energy conservation to staff, supply chain and customers.
- Pursue the use of renewable and alternate energy to supplement conventional energy sources, to meet our obligations as a member of the Global Community including legislative requirements and minimising environmental impact.

Signed:



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Mark Flanagan

Managing Director