

ENVIRONMENTAL – STATEMENT OF POLICY

1. Policy statement

- 1.1. SYNLAB Analytics & Services acknowledges that it has an obligation to control the impact of its activities on the environment. Therefore we operate an Environmental Management System (EMS) that fits the nature, scale and environmental impact of all our activities.
- 1.2. The EMS is based on the principles of ISO 14001:2015 and where possible we will have our laboratories certified to this international standard.
- 1.3. We shall comply with all relevant national and international environmental legislation, regulations and other requirements.
- 1.4. We will continuously improve our environmental performance and prevent pollution arising from our activities.
- 1.5. We control and, where possible, reduce emissions to the environment by monitoring these emissions and actively look for alternatives.
- 1.6. We manage our waste in a safe and responsible manner and work with subcontractors that are reliable and trustworthy.
- 1.7. We control the use of raw materials and natural resources and where possible reduce consumption.
- 1.8. We encourage our staff to propose improvements in relation to our environmental performance and make sure that they receive training and support to help us to minimize our environmental impact.

2. Responsibilities

- 2.1. The CEO has been appointed by the board of Directors as the responsible executive to ensure effective implementation of this policy.
- 2.2. The Managing Directors of the businesses are responsible for the implementation of this policy in their areas of responsibility.
- 2.3. Line Managers and Supervisors (team leaders) are responsible for the execution of this policy on a day to day basis.
- 2.4. The HSE manager is responsible for planning, reporting and evaluation of the environmental performance.
- 2.5. All employees are responsible for understanding this policy and applying it in their day to day activities and adhere to the Environmental Management System.

3. Arrangements

- 3.1. Relevant procedures on waste management are included in the management system.
- 3.2. Continuous evaluation of the Environmental performance is executed within each site and reported on all levels of the organisation (using Kpi performance measurement).

- 3.3. An annual Environmental plan including objectives and management review is made for each site with an evaluation of performance and Environmental goals to achieve further improvement of the performance.
- 3.4. We take the environmental impact of investments into account when applicable.
- 3.5. We report all environmental incidents and take action on them; Incidents and the follow up are registered.

4. Display and revision of this policy

- 4.1. This policy statement will be displayed on notice boards, the intranet, internet and the (QHS)E handbooks. It will be brought to the attention of all employees, contractors and suppliers.
- 4.2. The Chief Executive Officer is responsible for reviewing this policy appropriately, at least annually and for publicizing the outcome of the review.

This Environmental Policy Statement is issued under the authority of the Chief Executive Officer of SYNLAB Analytics & Services and underpinned by each of the Managing Directors. Everyone in the organization has a responsibility for controlling and reducing our environmental footprint.

This policy will be communicated to all employees and made available to the general public. It has the full support of Senior Management and will be reviewed at appropriate intervals.

In signing this Environmental Statement, I set out to demonstrate my commitment to Environmental Policy and the Quality Management System. It is essential that this policy has the full support of the staff, as their commitment to Environmental issues is viewed as essential in order to secure our long-term success.



Sytze Voulon
CEO SYNLAB Analytics & Services
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