



Environmental Policy:- April 2021

GSM Group companies are committed to operate within a framework of responsible environmental management for all resources, including: air, water and land. To this end, we seek to strike a balance between economic, social and environmental responsibilities.

It is GSM Group policy, therefore, that the directors and operating management must:

- Manage all aspects of environmental policy as integral parts of company business and planning.
- Develop appropriate environmental policies and programs and monitor their consistent implementation for effectiveness.
- Comply with all statutory requirements and keep abreast of standards of best practice with a commitment to continual improvement.
- Foster awareness of shared support, participation, responsibility and accountability for the environment among employees.
- Assess potential environmental impact when planning any new developments.
- Require all external contractors employed by GSM to follow environmental practices consistent with GSM policy.
- Work with regulatory agencies and other stakeholders on environmental matters.
- Aim to conserve energy and water and manage waste and emissions, following the principles of reduction, recovery, re-use and recycling.
- Take all reasonable precautions to prevent environmental incidents.
- Conduct regular environmental audits to evaluate compliance and effectiveness and report the results to local senior management.

Signed on behalf of GSM Group Limited

A handwritten signature in black ink, appearing to read "P. Wright".

Paul Wright
CEO

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