

Environmental policy statement

October 2013

We recognize that, as a business, we have a responsibility to minimize the impact of our activities on the environment and to continuously improve our environmental performance. We have identified the use of energy and resources (especially paper), business travel, as well as waste generation and disposal as our significant impacts on the environment.

The objectives for our environmental policy are:

- To increase environmental awareness among employees.
- To reduce our use of natural resources and to improve our environmental performance overall.
- To be acknowledged as a firm who takes responsibility to protect the environment and whose environmental work is pre-emptive and continuous.
- To comply with all relevant environmental legislation and regulations.

In order for us to become more environmentally friendly, we are committed to:

- Implementing systems that meet the requirements of ISO 14001 as a certified environmental management system.
- Integrating environmentally friendly options in daily work and considering environmental aspects in decision-making processes.
- Measuring and setting targets for reducing our environmental impact.
- Considering environmental aspects (including use, transportation and waste) in the procurement of goods and services.
- Managing waste in an environmentally friendly manner.
- Limiting the use of resources and, for instance, promoting video conferences over travel.