

#### 4.0 Environmental Policy

- 4.1 Fidus Power are committed, to ensure that the business is carried out in a responsible and considerate manner, benefiting the environment, improving our business performance, preventing pollution and to making responsible use of available natural resources
- 4.2 We will develop a framework for continual improvement by conducting regular audits to assure progress and management commitment.
- 4.3 This will be achieved through our commitment to:
- Comply with all applicable legal and other requirements
  - To determine assess the environmental aspects of our operations, and endeavour to reduce their environmental impact
  - Prevent pollution using best practice
  - Set realistic Objectives and Targets that are linked to the Company's activities and services
  - Involve Employees and Contractors in our environmental programme and provide the necessary training and awareness to enable them to meet their responsibilities
  - Carry out a programme of continual improvement in environmental performance using suitable measurement and monitoring mechanisms
  - Improve energy and other resource efficiency, and reduce waste
  - To recycle where possible all packing and office materials
- 4.4 This policy will be reviewed twice annually and revised accordingly to reflect changing conditions during every environmental management review meeting, and will ensure it is communicated to all persons working for or on behalf of Fidus Power
- 4.5 This policy will be made available to all interested parties including members of the public
- 4.6 The Company will operate an Environmental Management System that meets the requirements of ISO14001 : 2015 and will ensure that the standard is constantly met and improved. The Company will not communicate its significant environmental aspects externally, but all legal and other requirements will be adhered to with methods of conformance described in the relevant procedures

Approved By: .....  ..... Date: 5<sup>th</sup> January 2019  
Mark Tracey (Managing Director)