



ENVIRONMENTAL POLICY

The Argyll Club recognises that our business operations have an impact on the environment, and we are committed to reducing and minimising this, where possible. We will comply with all our obligations under environmental and energy legislation and will endeavour to avoid or minimise any harm caused to the natural environment. We will strive to meet best practice in non-regulated areas, integrating climate change and resource use considerations into our activities, whilst working with our customers, communities, and other partners. This commitment extends to all workplaces, employees and others affected by our operations.

Our objective is to integrate the assessment, management, and control of environmental issues into the management of our business.

To do this, we will:

- Assess the environmental impact of our operations to limit pollution of the external environment.
- Ensure compliance with all relevant environmental legislation as a minimum.
- Develop and implement objectives and targets to ensure a continual improvement in our environmental performance.
- Operate our buildings in a manner consistent with our environmental commitments, seeking to proactively measure, monitor and minimise energy consumption, waste generated (and waste sent to landfill), water consumed, transport and logistics emissions and other environmental impacts. We will practice a culture of continuous environmental improvement across all operations.
- Incorporate sustainable environmental considerations into the design standards, construction, and refurbishment practices of those we work with, having regard to energy and water consumption, use of low environmental impact materials, designing out waste, consolidating logistics and reusing materials, wherever possible.
- Take reasonable and appropriate measures to ensure that our supply chain provides us with products, materials and operates in ways which minimises the environmental impacts of the work they are doing for us.
- Play our part in minimising the amount of waste going to landfill – whether directly from our buildings, or as part of any refurbishment or construction work we commission. We will

work to adopt and implement standards for good practice in reducing waste, recycling more, and increasing the use of recycled and recovered materials.

- Adopt a risk-based approach to providing appropriate training in environmental issues for our employees according to their role, work they undertake, and their environmental responsibilities.

The CEO has the overall responsibility for environmental management. The CEO will discharge this responsibility with the assistance of management, employees, and contractors.

Argyll management is responsible for the implementation of this policy, for ensuring environmental risks are assessed and appropriate management controls are implemented to manage them in accordance with our environmental commitments and standards. Environmental responsibilities have been defined for all Argyll personnel and are contained below.

All employees and contractors are expected to co-operate with Argyll in the implementation of this Environmental Policy and will ensure that their own work, so far as is reasonably practicable, is carried out with minimum risk to the environment.

The Environmental Policy will be available at all workplaces for reference by any employee or contractor, as required, and will be made available to the public and other interested parties upon request. The Environmental Policy document will be continually monitored for improvement and will be formally reviewed annually. In exceptional circumstances this policy may be amended as required by changes in legislation or work practices.

Organisational Responsibilities Statement

The Directors within Argyll have ultimate responsibility for the execution of their business operations in an environmentally responsible manner, together with the wider Management Team.

The immediate responsibility for environmental management in each workplace is carried by the most senior line manager involved.

Responsibilities have been outlined in this document for each of the following roles:

2.1 CEO

2.2 HSE Manager

2.3 Employees

2.1 Argyll CEO

The Argyll CEO has overall responsibility for ensuring that operations are conducted in an environmentally responsible, manner to minimise disturbance to the natural environment and neighbours who may be affected by Argyll operations.

In meeting the Argyll Environmental Policy, the Executive Board should, where reasonably practicable:

- a) Provide the organisation, finances, and resources necessary for the implementation of the Argyll Environmental Policy.
- c) Include 'environment' in Executive Board meetings and monitor Argyll's environmental performance and respond accordingly.
- d) Take reasonable steps to ensure that Argyll complies with all environmental legislation.

2.2 Health, Safety & Environment Manager

In meeting the Argyll Environmental Policy, where reasonably practicable, the HSE Manager shall ensure that:

- a) The Environmental Policy and related management system/s are reviewed and updated, as appropriate.
- b) The relevant business teams are advised of new and forthcoming legislation specific to the requirements of their role.
- c) Adequate resources are in place for the required level of environmental performance monitoring and reporting.
- d) Effective performance monitoring through environmental reviews is implemented and proactive environmental support is provided to the relevant departments within the business.
- e) Effective and appropriate environmental performance reports are provided to the Argyll Executive Board.
- f) Environmental training requirements/competency levels are clearly defined for all staff levels.
- g) Communication of environmental information is provided in an appropriate manner.
- h) Employees are adequately supported in the implementation of the environmental standards throughout their work.

2.3 All Employees

In meeting the Argyll Environmental Policy, all personnel are required to work in an environmentally responsible manner to minimise disturbance to, and enhance where possible, the natural environment and neighbours who may be affected by their work activities.

Argyll expects a reasonable and responsible attitude from all personnel towards meeting their environmental obligations whilst at work. All employees should, where reasonably practicable:

- a) Be conversant with the relevant requirements identified in the Argyll Environmental Policy and any related environmental management systems.
- b) Work in an environmentally responsible manner at all times, take appropriate action where potential environmentally damaging working practices are observed and report these practices to the relevant manager.
- d) Abide by any environmental rules and instructions given at any location specific induction.
- e) Bring to the attention of the HSE Manager, as appropriate, any environmental improvement required, or problems being encountered.
- g) Actively promote at all levels Argyll's commitment to effective environmental management.
- e) Ensure there is a culture of continuous environmental improvement across the portfolio, including reduced emissions and increased recycling rates on an annual basis.



John Drover
Chief Executive Officer (CEO)

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