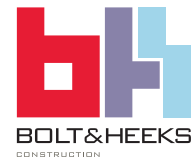


ENVIRONMENTAL POLICY STATEMENT



Environmental Management System

Bolt & Heeks Limited is ISO14001 accredited; accordingly, we have developed an Environmental Management System [EMS], thus subjecting our environmental performance to regular, structured internal and external audits, and we have set annual targets to achieve year-on-year improvements.

We will endeavour to reduce our use of materials, energy and water, minimise waste production, procure sustainably and minimise our carbon footprint.

We aspire to meet or exceed the targets set by the Sustainable Operations on the Government Estate (SOG E) initiative. These are reflected in our management programme which sets annual targets for improvement on these targets.

We will publish information about our performance in accordance with the requirements of the SOGE initiative.

Energy and Carbon

We have a management programme in place to reduce our carbon footprint by:

- Reducing our energy usage
- Minimising our carbon dioxide emissions
- Robust management controls
- Company infrastructure changes

We will measure our most significant environmental/carbon impacts and monitor progress, using formal auditing procedures, where appropriate.

We will also work with our suppliers of goods and services to encourage them to be more aware of these issues and the impacts they have on the environment.

We will ensure that all our staff have an awareness of carbon and environmental issues and publicise our actions in these areas.

We will ensure that those with particular environmental responsibilities are provided with appropriate training and support.

We will seek to reduce the direct and indirect environmental impacts of our operations, where possible.

Waste

At the end of the life of a product, we will dispose of it responsibly, recycling where possible. Our aim is to reduce the amount of waste we generate as an organisation; where it is unavoidable, we will minimise the amount sent to landfill and aim to increase the quantity for recycling.

We will further reduce our carbon footprint by monitoring our water use and by gradually installing water-saving and retaining devices, where possible. We will make staff and visitors aware of our policies and actions.

Pollution

We are committed to reducing the polluting effects of our environmental operations as far as possible.

Environmental Legislation

We are committed to complying with environmental legislation.

ENVIRONMENTAL POLICY STATEMENT

Environmental Objectives

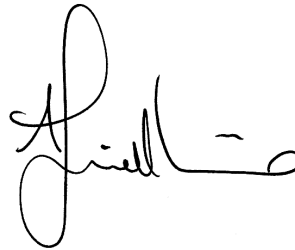
Bolt & Heeks' objectives in relation to our Environmental Management System (EMS) are to:

- maintain a comprehensive EMS throughout the organisation with in-built targets
- use energy and water efficiently
- minimise the volume of waste deposited to landfill by re-using and recycling materials, wherever possible, or by identifying the best environmental options for disposal
- ensure that our colleagues are aware of relevant environmental issues, and of their own roles and responsibilities in delivering the overall programme, providing training for those with particular responsibilities
- ensure that our key suppliers and contractors are aware of our policy and that, wherever possible, they operate acceptable minimum standards
- review and monitor our environmental programme on an annual basis, including the relevance of our policy and objectives, and identify examples of best practice with partners and clients in general
- collate and publish relevant information about our environmental performance on an annual basis via the Bolt & Heeks website and in accordance with SOGE reporting requirements

Indicators

We will adopt the indicators set out in the SOGE targets.

Signed:



Alan Williams

Joint Managing Director

Date: July 2009