

SKILLED Group Carbon Policy

SKILLED Group recognises its individual responsibility to reduce the environmental impact of organisational activities. The reduction of carbon emissions is viewed as a pivotal strategy in ensuring SKILLED Group's commitment to being an environmental responsible organisation.

SKILLED Group is committed to:

- Ensuring its understanding and knowledge of climate change and carbon impact in line with emerging views on carbon policy and climate changes issues.
- Setting objectives on annual basis in regards to carbon emission reduction.
- Monitoring SKILLED Group's carbon footprint through the measurement of carbon emissions as a result of operational activities across the organisation. The results will be publicly reported on an annual basis.
- Considering carbon emissions in business planning processes.
- Monitoring market, regulatory developments and government initiatives to ensure compliance with regulatory requirements whilst understanding the impact on the organisation, its suppliers and customers.
- Encouraging employees to take an active role in reducing their own carbon footprint by making environmentally friendly choices during everyday work activities.
- Promoting a culture of carbon reduction management across the organisation.

SKILLED Group will develop and implement strategies to manage carbon emissions across its businesses including:

- Encouraging energy efficiency across all business units.
- The purchase of energy efficient equipment.
- Ongoing management of business related travel, in particular air travel.
- Focusing on fuel efficiency and emissions reduction in SKILLED Group's fleet management arrangements.
- Consideration of energy efficient alternatives in SKILLED Group premises design.
- The minimisation of waste and the recycling of resources, where possible.

This policy will be regularly reviewed to ensure it remains in line with current and emerging views on carbon policy and climate change issues.

Authorised by,



Mick McMahon
Chief Executive Officer
SKILLED Group Limited