

The purpose of this policy is to state the commitment that Ryan's Cleaning has to the Environment and Health & Safety Excellence and to comply with applicable legal requirements and with other requirements to which we subscribe which relate to our environmental aspects. We shall conduct our operations in a manner that protects both employees and the environment.

We aim to integrate a philosophy of sustainable development into all our activities and to establish and promote sound environmental practice in our operations.

Ryan's Cleaning commits itself to minimising its impact on our environment through

- Providing a safe and healthful workplace;
- Having an environmentally sustainable aware culture, where responsibility is assigned and understood;
- Being an environmentally responsible neighbour in our community;
- Conserving natural resources by reusing and recycling;
- Using, in our own operations, processes that do not adversely affect the environment;
- Ensuring the responsible use of energy throughout the company;
- Ensuring full compliance with all applicable legal environmental requirements and our internal Requirements
- This includes a commitment to the protection of the Environment, including prevention of pollution and other specific commitments relevant to the context of the organisation
- Participating in efforts to improve environmental protection and understanding;
- Taking steps to improve environmental performance continually;
- Striving for continuous improvement in Environmental and Sustainability performance through setting challenging internal targets and objectives in order to promote efficient use of resources and environmental awareness,
- Promoting waste minimisation as well as recovery of energy and recycling of materials where appropriate.
- Working with suppliers who promote sound environmental practices; and
- Enhancing awareness among our employees, contractors that work with us– educating and motivating them to act in an environmentally responsible manner.
- Conducting rigorous audits, evaluations, of the implementation of this policy;

This policy will be displayed, communicated, implemented and reviewed as part of the companies ISO Integrated Management System.

A handwritten signature in blue ink, appearing to read "Pat Ryan", written over a horizontal line.

Pat Ryan  
Chief Executive Officer  
February 2019