ENVIRONMENTAL POLICY

Surgical Holdings recognises that its business activities interact with the environment and that the organisation has a responsibility to help protect the environment wherever it has an opportunity to do so. The Company is committed to reducing their environmental impact and continually improving their environmental performance as an integral and fundamental part of their business and operating methods. We therefore encourage our customer, suppliers, and contractors to do the same.

We pledge to:

- Support and comply with all relevant environmental legislation, approved codes of practice and customer requirements.
- Continually seek to improve our environmental management system and environmental performance.
- Minimise waste generation and maximise reuse and recycling opportunities.
- Minimise energy and water consumption within our buildings, equipment and operational processes.
- Prevent pollution and reduce the environmental impacts arising from our activities, including waste, emissions, noise and resource consumption.
- Operate and maintain company vehicles, plant and equipment with due regard to environmental considerations and encourage sustainable transport options where practicable.
- Purchase products and services responsibly, considering environmental impacts throughout the supply chain and engaging suppliers in environmental improvement initiatives.
- Assess environmental aspects, impacts, risks and opportunities associated with historic, current and planned operations.
- Establish measurable environmental objectives and key performance indicators that support this policy and are monitored at defined intervals.
- Promote environmental awareness and competence through employee training, communication and participation.
- Communicate relevant environmental information and objectives to employees, customers, suppliers and other interested parties as appropriate.
- Address environmental concerns and complaints promptly and effectively.
- Review environmental performance, objectives and this policy at planned intervals to ensure continuing suitability, adequacy and effectiveness.

To achieve these commitments, Surgical Holdings maintains an effective and efficient business management system that is based on the requirements of ISO 14001:2015. This sets and maintains objectives and a supporting programme of work that is focused on achieving the organisation's commitments. The Directors ensure effective resources are made available for the achievement of these objectives.

The implementation of this policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work.

Signed: Daniel Coole (Nov 10, 2026 12:59:36 GMT) Date: 10/11/2026

Daniel Coole, Managing Director

Environmental Policy (Iss 3, Nov 2026)

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