

Environmental Policy

This Environmental policy and relating environmental management system (EMS) documentation is applicable to The Wigley Group businesses, including Virtus Property Services Ltd, Tetra Real Estate Ltd and Waterloo Capital Ltd which for ease, will be denoted as 'the company' within this document.

The company is dedicated to ensuring the applicable requirements of ISO 14001:2015 as well as those of all applicable internal and external interested parties are fully implemented across the company and that all members of staff and the Board are committed to improving overall performance and continual improvement to enhance environmental impact.

The company is conscious of the environmental footprint and is committed to preventing pollution and the protection of biodiversity. This is achieved by controlling and reducing the impact that the company has on the environment throughout all work activities and services, specifically the reduction of:

- Emissions to the atmosphere
- Discharges and spillages to the drainage system, ground and watercourses
- Disposal of waste materials
- Noise and light pollution and other nuisances to the local community

This is achieved via:

- Control of environmental impacts via systems of work, design and innovation
- Thoughtful selection of work equipment and substances
- The implementation of and training on company procedures

The company is committed to complying with all legal and other requirements that are applicable.

The environmental management system, environmental objectives and supporting documentation are developed in line with the company's objectives to ensure they are compatible with the strategic direction and context of the organisation. These objectives are as follows:

1. To create long term relationships
2. To engage with our portfolio of occupiers
3. To engage and collaborate with our business partners
4. The constant pursuit of high standards
5. To deliver successful award-winning projects that beat client expectations, in order to build a profitable and successful business that will provide employment over the long term

All Directors have overall responsibility for the delivery of the EMS in line with the requirements of ISO 14001:2015. The registered directors of each company take overall responsibility for the compliance of the EMS in line with the requirements of ISO 14001:2015. However, the implementation of this policy is delegated to each employee who has a responsibility to ensure that they and any third parties that they are responsible for are working in a way that does not adversely affect the companies' commitment.

These individuals along with the company directors have made a commitment to provide all resources required to achieve the environmental objectives set and to ensure the requirements of the management system are integrated into its business processes. All named responsible individuals will ensure that the integrity of the EMS is maintained when changes to the management system are required due to audit findings as well as company changes.