



Compliance statement: 014 rev C

Sustainability

An important element in achieving sustainable development is to promote an environmental approach that:

- Minimises adverse impacts on the environment, while enhancing the natural surroundings.
- Maximises the positive contribution to business activity through the entire life of our buildings.
- Helps to encourage productivity through operations being cost-efficient whilst improving the work environment.
- Takes account the impact on the surrounding environment by seeking to maintain biodiversity within the location and avoiding any unnecessary pollution.
- Wherever possible improve building efficiency.

In Glenair we have Site Waste Management Plans which focus largely on:

- The types of waste that we generate.
- The use of appropriate and licensed waste management contractors.
- A plan for monitoring and reporting on resource use and the quantity of all waste streams.

Our Waste Strategy is to:

- Reduce the impact of waste on climate change.
- Conserve limited natural resources.
- Reduce the risks to health and the environment from potentially harmful substances within waste.
- Manage waste as part of a wider resource economy.
- Reduce the growth in the amount of waste produced.
- The reduction, reuse and recycling of non-municipal waste.
- Stimulate investment in our waste management infrastructure.

All employees are key in making this strategy sustainable.

What Sustainability Involves at Glenair

Sustainability is driven primarily by stakeholder and business interests, although there are specific legislative requirements including:

Ensuring that all waste is disposed of appropriately and ensuring, so far as is reasonably practicable, the health, safety and welfare at work of all employees under the Health and Safety at Work Act 1974.



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Employees' Duties

Employees must:

- know, understand and comply with our sustainability policy
- Follow procedures and other instructions that apply to their work.

Achieving Sustainable Development

Any company wanting to achieve sustainable development will need to have a good understanding of current and emerging risks. Issues that will need to be considered include:

- employee relations
- health and safety
- community development
- protection of the public
- marketplace practices
- supply chain practices
- fiscal responsibility
- Accountability.

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Waste Reduction

Packaging Waste

The EU has imposed targets to increase the amount of packaging waste that is recovered and recycled. To meet these targets, the UK has a responsibility to recover and recycle on the producers of packaging waste (termed producer responsibility obligations).

Producers need to be certain about which activities they perform and what the percentage of recovery and recycling obligations are for each activity.



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Waste Electrical and Electronic Equipment

Producers of EEE must join a producer compliance scheme and retailers of EEE must join the distributor take-back scheme if not undertaking take-back of WEEE themselves.

Other Producer Responsibility Obligations

The new Batteries Directive contains targets to increase recovery and recycling of batteries and accumulators.

Site Waste Management Plans

The plans focus largely on:

- the types of waste that we generate
- the use of appropriate and licensed waste management contractors
- a plan for monitoring and reporting on resource use and the quantity of waste.

Waste Strategy

The past five years have seen a growing awareness of the economic and environmental benefits that can be delivered through this more sustainable approach to managing waste. A further substantial shift in direction is required, in particular with a stronger emphasis on:

- reducing the impact of waste on climate change
- conserving limited natural resources
- reducing the risks to health and the environment from potentially harmful substances within waste.
- managing waste as part of a wider resource economy
- reducing the growth in the amount of waste produced
- the reduction, reuse and recycling of non-municipal waste
- stimulating investment in waste management infrastructure.

Landfill Tax

Landfill tax contributes to the development of an environmentally sustainable economy by tackling the UK's over-reliance on landfill across all sectors and encouraging more sustainable waste management options, including recycling and reuse.

Reducing Carbon Dioxide Emissions

The urgent need to reduce the emissions of CO₂, which are largely responsible for causing climate change, is a major factor behind the Government's drive to raise standards of construction. Businesses and their operations are responsible for around half the UK's emissions of CO₂ (by far



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the most important greenhouse gas) it is critical that buildings and operations are managed in a way which will minimise resultant emissions.

This statement is periodically reviewed to ensure that it remains as accurate as it can be.

Date	Change History
Current May 2019	C001, C014, C016