

## Environmental Policy

### APPROVAL

The signatures below certify that this HSEQ policy has been reviewed and accepted, and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Luke Mattin		HSEQ Manager	06/02/2026
Reviewed by	Kristian Carter		Commercial Director	06/02/2026
Approved by	Simon Franklin		Managing Director	06/02/2026

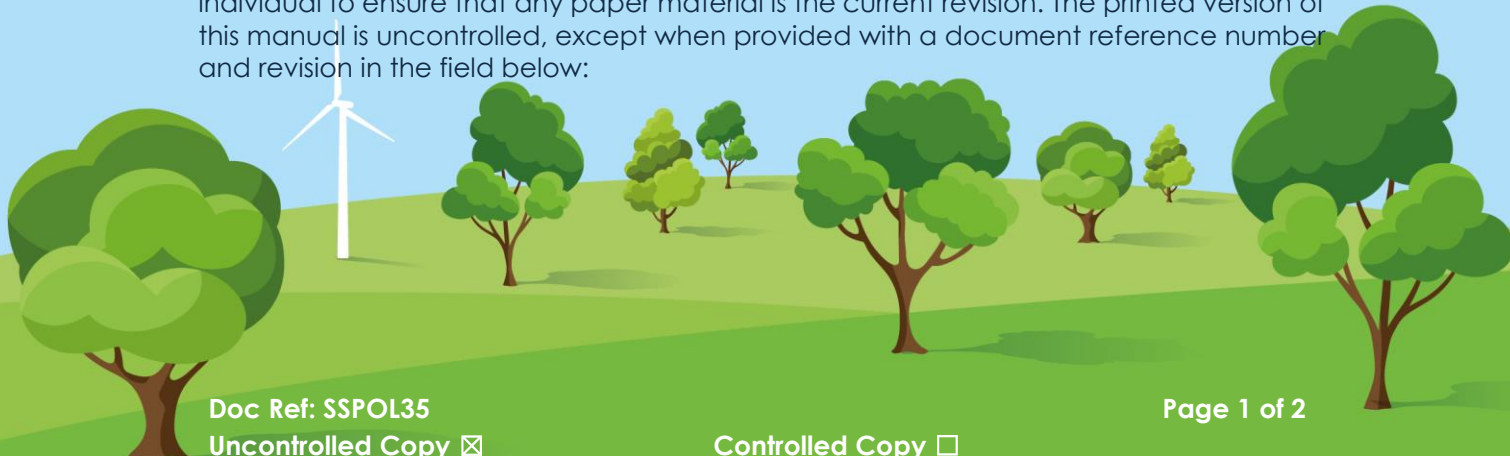
### AMENDMENT RECORD

This EHQMS policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
	Change of owner	1	14/02/2021
	Full re-write of policy to better align with the company strategic direction	2	10/02/2022
	Reviewed no Changes	3	14/01/2023
	Reviewed with no changes	4	24/01/2024
	Reviewed with no changes	5	06/02/2025
All	Minor wording changes	6	06/02/2026

### COMPANY PROPRIETARY INFORMATION

The electronic version of this policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:



## ENVIRONMENTAL POLICY

Shred Station is a fast growing and dynamic privately owned UK shredding business which started trading in 2008. We currently work across the UK and offer our clients both on- and off-site shredding services for confidential materials.

Our aim is an ongoing Environmental Management System which is compliant, as a minimum, with ISO 14001:2015, CarbonNeutral® certification and working towards becoming Carbon Net Zero by 2030. Operational Controls, together with Objectives, Targets and Programmes are established to support our environmental commitment.

We are committed to ensuring continual improvement to the nature, scale, sustainability and environmental impact of our activities and services. We have been certified CarbonNeutral for all our activities since 2019 and none of our activities result in landfill waste.

As a UK SME, Shred Station Ltd applies a proportionate and practical approach to environmental management while maintaining compliance with ISO 14001:2015 requirements.


Our most significant environmental aspect relates to our vehicle fleet emissions and we are taking steps to reduce impact, for example through the progressive introduction of electric vehicles and other technological solutions.

Shred Station is committed to compliance with current environmental obligations and regulations, the protection of the environment and prevention of pollution, together with all other relevant legal and interested party obligations.

By adhering to this policy, the intention is to provide an increasingly sustainable and environmentally responsible business with a significant UK market share.

This policy is communicated internally to all staff and externally as required. Any environmental concerns, incidents, or non-compliance may be reported through normal management channels or confidentially via the Company's Whistleblowing Policy.

Simon Franklin  
Managing Director

SIGNED:	
DATE:	February 2026

This Environmental Policy is deployed at the Head Office and is available to all personnel including visitors, contractors and interested parties. All employees are encouraged to read it and communicate any query to the Directors.

A copy of the Quality Policy can also be obtained on request (to any interested parties) from our Head Office: Osborne House, Wendover Road, Norwich, NR13 6LH.