

**Environmental Policy Statement**

The High Performance Organisation Group (HPO) is committed to operate in a way that minimises the effect our business has on the environment. This will take account of the ways our products and services are researched, designed, developed, used and delivered, together with their environmental impact on the subsequent operations of our customers.

In order to achieve this aim, the following arrangements will be put in place, to be undertaken within the normal operations of the company:

- The importance of understanding and addressing the potential Environmental impact that our operations could have will be communicated to all who operate on behalf of the company. It will be reinforced at appropriate intervals.
- All necessary training, information, instruction and supervision will be provided to ensure employees and associates understand their contribution towards reducing our Environmental impact and to address any issues that may arise as a result of the operations of the company.
- Products and services will be developed with a clear objective to both minimise the effect of their use on the environment and to assist our clients, partners and their customers to also reduce their environmental impact.
- The Environmental impact of our requirements on our suppliers, associates, alliance and development partners will be reviewed at the initiation of that relationship and at intervals during the lifetime of the relationship in order to minimise it.
- Ideas and suggestions for improving current arrangements will be welcomed and reviewed, in order to reduce the level of our Environmental impact over time.
- The effectiveness of the company's Environmental Management arrangements, and the ways in which they are implemented will be monitored at intervals to ensure they are being operated effectively.

Where the organisation can identify opportunities for positive environmental impact it will encourage implementation.

Ian Rosam  
Director

2<sup>nd</sup> February 2004