

Infocus Resources Limited is a labour supply agency and Infocus Projects Limited a provider of civil engineering project delivery to the railway and other sectors. (Infocus). Our workers include our office-based staff and deployed safety critical staff, civil engineering operatives, machine operatives, and other trades.

This environmental policy establishes our commitments to:

- ✓ Environment protection and to the prevention of pollution.
- ✓ Minimising the environmental impact for the life cycle of our installations.
- ✓ At least comply with our compliance obligations including to legal requirements and the requirements of interested parties.
- ✓ Continually improve our environmental performance and environmental management systems.

Our significant environmental negative impacts the use of building and civil engineering, production of noise and nuisance, movement of construction plant and materials, production of waste and transport.

We have an established an environmental management system that is in line with the requirements of ISO14001:2015, to deliver the above commitments, with the objective to:

1. Identify and understand our environmental risks and opportunities and environmental aspects and impacts and how to minimise them.
2. Identify and understand our compliance obligations, including legal requirements and the needs and expectations of interested parties.
3. Identify potential emergency situations, and ensure that the risk is minimized, and that we are prepared to respond to them.
4. Ensuring all workers understand their environmental responsibilities and are competent in their tasks.
5. Using and maintaining work equipment and premises to meet our environmental objectives.
6. In purchasing consider a life-cycle approach in materials selection and construction techniques and select the best technological, environmental and economical practical option.
7. In planning ensure we achieve all our commitments and ensure the efficient use of resources through good design, specification, procurement, material handling, use of competent operatives and through effective waste reduction, reuse, recycling and recovery of wastes, and when working on site acting as a considerate contractor.
8. Reviewing the performance and effectiveness of the Environment Management System.
9. Delivery of continual improvement through improvement plans and control of non-conformity.

We review our achievement of the above environmental objectives and performance through the management review process.

This environment policy is displayed on company premises, in offices of any fixed construction sites under our control, presented at new employee induction and through toolbox talk, and is made available upon request from interested parties.

We review this policy as part of change planning, post-incident, lessons learnt / knowledge transfer and annually.



**Av Ghuman,**  
**Managing Director,**  
**26th January 2026**