



Validation & Monitoring
Solutions

SUSTAINABILTY POLICY

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Validation Solutions

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Sustainability Policy

1.0 General Commitment

Effective management of health and safety, the environment, quality, energy, carbon reduction, and responsible sourcing is clearly identified as important to the sustained success of Ellab Monitoring Solutions. This policy is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders, interested parties and our supply chain to inform and promote wider responsible practices.

As a minimum Ellab Monitoring Solutions comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of this policy is a condition of employment, partnership, and approval to supply.

1.1 Responsibilities

The Directors and Senior management sets policy, regularly reviews and authorises plans at the company level, receive reports on the implementation of plans as well as constitute the highest level of management for maintaining sustainability.

All the employees of Ellab Monitoring Solutions with support and guidance of management are responsible for the implementation of this Policy within their area of authority.

Any changes to the Policy will require the approval of Directors and Senior management and will be informed to the personnel via the intranet. Associated standards will be subject to an ongoing development and review program.

1.2 Training and Communication

All employees will be made aware of this policy receiving awareness training as part of their induction training.

This policy is available on the company's website and for Ellab Monitoring Solutions personnel excerpts of this policy can be found on company notice boards. Personnel are instructed to stay informed about the content.

Employees are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work is carried out without putting themselves and colleagues at risk.

1.3 Monitoring

Compliance with this policy will be monitored by the senior management together with Line Managers wherever necessary. All potential non-compliant situations should be reported to QHSE department. Regular assessments are carried out covering a review of the risks to Sustainability.

2.0 Innovation

2.1 Business

Ellab Monitoring Solutions will ensure continuous business innovation by engaging with interested parties to encourage innovative development of our services and manufacturing systems to continually improve our sustainability performance. Ellab Monitoring Solutions has developed a systematic and integrated approach and are committed to achieving the highest standards in compliance with accreditation to ISO 9001 – Quality management, ISO 14001 – Environment management with future targets to gain accreditation to ISO 45001 – Occupational Health & Safety management.

2.2 Product

Ellab Monitoring Solutions will ensure continuous product innovation by engaging with interested parties to encourage innovative development of our products to continually improve our sustainability performance. We will Inform our customers about the functional, environmental and safety performance of our products by, adopting a systematic and integrated approach and are committed to achieving the highest standards of sustainability and the relevant compliance to UKCA / CE certification

3.0 Health Safety and Wellbeing

Senior Managers will ensure that Ellab Monitoring Solutions is a safe and healthy place to work. Ellab Monitoring Solutions are committed to eliminating risk in the workplace through monitoring performance and implementation of best practice and develop and implement action plans to ensure the health, safety and mental wellbeing of our employees and have enhanced occupational health surveillance for their benefit. Ellab Monitoring Solutions committed to the continual improvement of the suitability, adequacy, and effectiveness of the OH&S management system. With future Compliance and accreditation to ISO45001.

4.0 Environmental responsibility

Ellab Monitoring Solutions are committed to fulfilling our share of the responsibility to reduce the impact of global warming, we will continue to reduce our impact on air, land and water. We have identified targets to reduce emissions to air from all our operations.

We will continue transition our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, we will continue to seek to be more efficient through new technology.

Set science-based targets to reduce carbon emissions and energy consumption, reduce the use of fossil fuel through efficiency improvements and the use of alternative and renewable sources.

Use water efficiently, recycle where possible and protect water quality.

5.0 Resource use and the circular economy

Ellab Monitoring Solutions will conserve natural resources and use resources appropriately and sustainably, wherever possible substitute primary resources with alternative materials.

We will adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity. Develop products that improve the quality and sustainability of the built environment and seek to eliminate all non-conforming products.

6.0 Fairness, inclusion, and respect

Ellab Monitoring Solutions will be a fair, respectful and inclusive company; encouraging a culture that values openness and transparency and recognises individual achievement. We will strive for the fair treatment of all our employees and everyone in our supply chain.

We value our workforce and, by recruitment, selection and development of employees, contractors and suppliers, ensure they are appropriately skilled and competent to carry out their roles. Are committed to the consultation and participation of workers and workers' representatives through formal mechanisms.



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7.0 Being a good neighbour

Ellab Monitoring Solutions are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our neighbours and interested parties. We identify and consult with local community groups close to our operations and have commenced a program of employee volunteering days to work on community projects.

Provide employment, economic activity using local sourcing and local businesses where practical and build our own business on the basis of responsible practices.

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SUSTAINABLE DEVELOPMENT GOALS



Ellab Monitoring Solutions Ltd Supports the UN Sustainability Goals.