

CLAUSE 5.2 – ENVIRONMENTAL POLICY

At MDN UK Ltd, we are committed to reducing the environmental impact of our operation and conducting our business in a responsible, ethical and sustainable manner. Environmental sustainability is a core principle that guides our strategic decisions and underpins our daily operations, driving us to create long-term value for our clients, communities and future generations.

Our approach to environmental management is built on a foundation of prevention, protection, and continuous improvement. Every MDN team member—whether working on-site or in the office—plays a vital role in upholding our environmental standards and is empowered to act responsibly and sustainably in every task they perform.

We are committed to minimizing our company’s environmental impact and continuously improving our sustainability practices. Our goal is to operate in harmony with the natural environment by reducing our carbon footprint, protecting ecosystems, and supporting the sustainability goals of our clients and communities. We fully comply with all relevant environmental legislation and strive to go beyond compliance where possible. As a developing business, we recognize there are areas for growth and are dedicated to implementing innovative, practical solutions that drive positive environmental change across all areas of our operations.

MDN’s Commitments:

- Comply with all applicable environmental legislation and local regulations.
- Identify, assess, and manage the environmental aspects and impacts of our operations and endeavour to minimise identified impacts and prevent pollution by using best practice.
- Respect and align with the environmental policies and expectations of our clients and ensure that our operations do not negatively impact the general public.
- Promote in house training programme for staff to raise awareness of environmental issues in support of improving the company’s environmental performance.
- Review and maintain an environmental management system to identify aspects and impacts arising from our operations and implement appropriate arrangements to manage identified risks.
- Monitor and review progress during regular management meetings, taking corrective action where necessary.
- Allocate adequate resources to achieve our environmental objectives and ensure policy implementation.
- Offer a clear, open channel for employees to raise environmental concerns.

To fulfill these commitments, the company maintains a fully integrated Environmental Management System, for which the Environmental Management Representative (EMR), under the supervision of the Director, holds full operational and managerial responsibility.

Putting It into Action: Our EMS Action Plan:

MDN implements a Plan-Do-Check-Act (PDCA) methodology to manage and continuously improve the effectiveness of our Environmental Management System (EMS).

Plan-Do-Check - Act	
Plan	- Define Environmental standards. - Identify environmental aspects and impacts across all operations. - Establish clear objectives and measurable targets. - Assess environmental risks and opportunities and define mitigation strategies. - Develop and maintain documented procedures, roles, and responsibilities to support the EMS. - Engage stakeholders.
Do	- Implement environmental controls and procedures in line with defined environmental standards. - Conduct training and workshops. - Encourage and empower stakeholders (employees and subcontractors etc) at all levels to carry out their roles with environmental awareness and accountability. - Communicate environmental goals and expectations clearly to all relevant parties. - Operate in a way that prevents pollution, reduces waste, conserves natural resources and complies with relevant legislations and regulations. - Integrate EMS principles into daily site operations and procurement activities.
Check	- Monitor and measure performance against quality objectives and KPIs. - Conduct internal audits and management reviews to assess EMS conformance and identify areas for improvement. Progress against these aims will be monitored through our regular management meetings to ensure they remain relevant and appropriate to our business. - Review of environmental Records and Reports. - Review client feedback.
Act	- Implement corrective and preventive actions to address non-conformances or underperformance. - Review and refine procedures based on findings and feedback. - Share best practices across departments to ensure consistency. - Continually improve environmental strategies, documentation, training, and resource allocation. - Reassess and refine goals to align with evolving environmental legislation, client expectations, and industry standards.

This policy is reviewed, updated, and communicated to all employees on an annual basis to ensure it remains relevant, compliant, and effective. At MDN, environmental responsibility is embedded into our culture—every individual plays a role in protecting the environment through collaboration, accountability, and a proactive approach. Environmental concerns, incidents, or opportunities for improvement are promptly reported to the appropriate personnel, enabling swift and sustainable solutions.

Name:	Dean Yates
Position:	Director
Signature:	
Date:	08/04/2025