

ENVIRONMENTAL POLICY

Bis Henderson is a leading supplier of recruitment and consultancy services to public and private sector organisations within the supply chain, logistics and transport planning industries. We acknowledge the contribution that supply chain and transport activities make towards the global environmental 'footprint' and also recognize the significant efforts that regulators, practitioners and stakeholders are making to move towards sustainable operations.

We recognise that we can contribute to these overarching objectives by embracing sustainable practices across our business. We are therefore committed by means of target setting, monitoring and periodic audits, to:

- Ensuring that environmental issues are considered in planning our business and managing our operations;
- · Complying with the requirements of environmental legislation, regulations and codes of practice;
- Minimising pollution, reducing waste, reducing the consumption of natural resources, and promoting recycling and / or re-use;
- Promoting green travel;
- Assisting contractors, suppliers and clients to develop a similar approach to protection of the environment
- · Seeking to continually improve our environmental performance; and
- Providing the necessary training and support to our staff to ensure that they are able to fulfil these commitments.

Mark Botham Chief Operating Officer August 2013