

## ENVIRONMENTAL POLICY

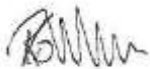
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Xpedia is committed to minimising the impact of its operation to the environment. It recognises its responsibilities both in the short and long term by making sound purchasing decisions which affect our attitude to working practices and methods.

To achieve this commitment and to develop a culture of continuous environmental impacts is shall ensure:

- Compliance with relevant legislation, regulations and other requirements as applicable.
- The prevention of pollution by our actions and in the advice provided to clients.
- To conserve natural resources by the use of energy management together with the minimization of waste, commitment to recovery, re-use and recycling as opposed to disposal where feasible.
- The achievement of improvements in environmental performance by working with our clients in our service delivery.
- Providing employees with an understanding of this Environmental Policy and their role in influencing improvement in environmental performance.
- The procurement of all purchased products to include increased use of reclaimed, recycled or sustainable materials.
- Review of company vehicles in order to reduce our carbon footprint.

By implementing and managing this policy, we aim to contribute to the effective improvement of environmental performance in both our clients and our own premises.



Ross Wilson  
Managing Director

Dated: 1st December 2019

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