

PROJECT ENVIRONMENTAL POLICY

REFERANS is fully aware of the impact of its business operations on the environmental and its responsibilities towards the protection of the existing environment and creation of better living conditions for the future generations. The management of **REFERANS** is committed to:

- Conduct business activities in an environmentally sensible manner with full respect to the sensitivities of the local and regional environment.
- Comply with all applicable environmental legislation, standards and statutory policies and guidelines.
- Where practicable, apply best practice environmental solution to the design and construction of building and infrastructure.
- Take all reasonable initiatives to protect the environment.
- Reduce, re use and recycle waste.
- Minimize the usage of non-renewable natural resources and emission of greenhouse gases.
- Ensure that protection of the environment is firmly embedded in both the company's and all employees culture and will endeavour to influence its subcontractors, suppliers, and other stakeholders in a similar strategic environmental manner,
- Ensure that top management is fully engaged in the management of environmental issues,
- Investigate the feasibility of influencing its subcontractors, suppliers, other stakeholders and third parties with consideration to life cycle impacts of their aspects and activities,
- Develop and maintain specific and measurable environmental objectives and targets appropriate programs and procedures for continual improvement of environmental performance.
- Actively support the principles of sustainable development.
- Establish and maintain appropriate mechanisms for communication and consultation of relevant environmental issues with employees, clients, and stakeholders.
- Provide appropriate training and instructions for employees for enhancing their environmental awareness and skills.

This Environmental Policy shall be communicated to all employees, contractors, service providers and stakeholders and made available to cents and the public upon request.