

ENVIRONMENTAL POLICY

Site Addresses:	Park Road	Occupation Lane
	Overseal	Woodville
	Swadlincote	Swadlincote
	Derbyshire	Derbyshire
	DE12 6JX	DE11 8EX

1. STATEMENT OF INTENT

Overseal Natural Ingredients Limited is committed to ensuring that in all its activities there is a proper regard for its impact on the environment in accordance with the Environment Act 1995.

Attention to environmental impacts is central to the process of continual improvement, which the Company applies to all of its business activities and management systems.

Overseal Natural Ingredients Ltd will comply with current legal environmental standards as a minimum, and seek to progressively eliminate, reduce or control its negative impact on the environment, based on their assessment following identification of issues.

Overseal Natural Ingredients Ltd is committed to the prevention of pollution and the minimisation of harmful and objectionable emissions to the air, land, water courses or as waste.

2. ORGANISATION AND RESPONSIBILITIES

- 2.1 The Managing Director** is responsible for the formulation and implementation of this policy. This will be achieved through the designation of responsibilities and the allocation of appropriate resources.
- 2.2 The Operations Director** will ensure that the policy is implemented at all locations, based on the process of aspect and impact assessment, risk assessment and the control and investigation of incidents.
- 2.3 The Quality Assurance Manager** is responsible for:
- Maintaining the management of system in compliance with ISO 14001.
 - Maintaining the environmental manual and communicating issues within the organization.
 - Monitoring/recording of environmental standards and incident investigation.
 - Identifying resource requirements.
 - Implementing audit/review procedures
 - Co-ordinating the impact assessment and incident review process.
 - Liaising with competent advisors.
 - Ensuring that appropriate training needs are implemented
- 2.4 The Senior Engineer** is responsible for:
- Provision, control and maintenance of safe plant and equipment.
 - Inspection and testing of equipment and emergency procedures.
 - Maintaining inventories of equipment requiring statutory testing and ensuring compliance with relevant standards.

Ensuring the safe operation of contractors on site in accordance with the relevant legislation and company procedures.

- 2.5 All Site Managers** are responsible for:
- Awareness of environmental issues affecting their operations so that appropriate leadership and resource can be given to identifying and achieving the necessary objectives.
 - Ensuring that this policy is implemented at the sites under their control.
 - Prevention of incidents in the activities under their control.
 - Ensuring that all personnel are given adequate training at induction and when exposed to new or additional issues.
 - Providing personnel with relevant information on any environmental issues in their operational area, together with preventative procedures and procedures in the event of an emergency.
- 2.6 All personnel** have a responsibility to:
- Co-operate with the Company to enable it to comply with statutory requirements
 - Avoid interference or misuse of anything provided in the interest of environmental issues.
 - Use procedures, equipment and substances according to training and instructions given.
 - Inform their manager of situations, which may present a serious or imminent danger or any shortcomings in environmental arrangements.

3. ENVIRONMENTAL OBJECTIVES

Overseal Natural Ingredients Limited has an objective to supply customers in the Food and Drink industries with ingredients, in a manner which is responsible to society and to the environment.

To monitor environmental performance by both proactive and reactive measures.

Overseal Natural Ingredients Limited seeks efficient use of energy in the production of raw materials and packaging, manufacture, administration and transportation.

Overseal Natural Ingredients Limited seek the use and development of packaging, without loss of technological efficiency, which will make fewer demands on irreplaceable natural resources and which can be disposed of or recycled in a way which causes minimum impact on the environment. Overseal Natural Ingredients Ltd is a member of Wastepack, an organisation offering service compliance with regard to the producer responsibility obligations (packaging waste) regulations 1997. However technological efficiency to provide the customer with reliable safe ingredients is the overriding concern.

4. ENVIRONMENTAL POLICY COMMUNICATION

Communication of this policy and information on its supporting arrangements is integrated into business activity at all levels. Consultation and dialogue with employees/others affected is achieved through the use of environmental committees, notice boards and other arrangements as appropriate.

5. IMPLEMENTATION OF POLICY

Overseal Natural Ingredients Limited keeps itself informed about environmental science and complies with relevant community, national and local environmental legislation.

Use of raw materials, including water, are optimised and waste reduced where possible.

Overseal Natural Ingredients Limited ensures that any labeling is clear, unambiguous, and not misleading to customers about the environmental friendliness of a particular product.

Overseal Natural Ingredients Limited takes environmental considerations into account in the decision making process of design, manufacturing, distribution and marketing.

Safe working methods and procedures including hazard identification, risk assessment and implementation of controls are defined.

Training is specified for all employees to achieve the necessary level of competence in matters having an impact on the environment.

Audit and review processes and procedures are defined.
The system for recording, investigation and analysis of incidents and dangerous occurrences is defined.

6. PLANNING AND REVIEW

Environmental targets and objectives are set through review meetings following audit
Environmental issues are included during regular management meetings.
Quarterly Environmental Committee meetings are held.
Environmental issues are included in personal performance reviews.

7. MONITORING THE POLICY

The implementation of this policy and its effectiveness is continually monitored at all levels within the organisation through:

Review of incident records.
Site performance audits and the action plans arising.
Site specific audits/checklist programmes.
Review of hazard reports.

Signed.....
Managing Director

Date.....