

Geobear Limited and its subsidiary companies ("Geobear") are a specialist geotechnical contracting group who develops designs and conducts ground improvement / stabilisation, void filling and remedial subsidence repair solutions.

Sustainability and caring for the planet are core to Geobear's mission and Geobear's values. We recognise our responsibility to conduct our day-to-day activities and operations in a way that acts for the climate, optimises resources, and preserves the natural environment. The company's SPIRE values have been considered in line with developing this policy statement.

Geobear is committed to:

- Addressing our impact on the climate crisis. We have identified our climate change related risks and have set ambitious goals to cut our greenhouse gas emissions in line with government requirements and reduce waste. Our action plan shall ensure we continually reduce our impact on climate change through a process of mitigation and adaptation.
- Continually improving our environmental performance through the setting, regular monitoring and review of environmental objectives and targets.
- The continued maintenance of the BS EN ISO 14001:2015 certification.
- Fulfilling compliance with all applicable environmental obligations (legal and other requirements).
- Taking appropriate action to prevent and avert environmental damage. We take a precautionary approach to avoid the possibility of environmental harm following the hierarchy of control to:
 - Eliminate – Eliminate the activity that presents the risk (rectified at source)
 - Substitute – Substitute the activity for one that poses less risk to the environment. (rectified at source)
 - Engineering Controls – Isolate the impact from the activity.
 - Administrative – Administrative controls, procedures, and guidance.
 - Reduce Impact – Lowest level of control such as spill treatments.
- Geobear fully recognises the legal and moral responsibilities to protect the environment and is fully aware of the polluter pays principle.
- The enhancement of biodiversity and ecosystem services where appropriate.
- Full co-operation and maintenance of open relationships with relevant interested parties.

As contractors we:

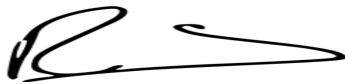
- Are proactive in proposing more carbon friendly alternatives, discuss with our clients and supply chain the benefits of solutions that reduce our footprint, use construction methods, equipment, and techniques that reduce the impact on the environment compared to traditional methods whilst fulfilling our legal and contractual obligations.
- Minimise the waste of materials, promote recycling, reusing, resources and energy and dispose responsibly of any waste products arising from our activities.
- Understand the impact of our emissions and therefore procure materials from sustainable sources where possible.
- influence suppliers, other contractors, and clients by engaging positively in environmental matters.

As designers we:

- Consider the environmental benefits of a design which reduces the use of materials, and the use of more environmentally friendly materials, as well as reducing the use of energy.
- Seek to influence clients, partners, suppliers, and other designers in areas where solutions could be adopted that are more environmentally considerate.

As employers we:

- Raise the awareness of employees in environmental matters and encourage our supply chain to uphold the same environmental standards that we hold.

Prepared by: Malcolm Mearns (SHEQ Director)	Approved by: Rupert Lee (COO) 	
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- This statement, which is reviewed annually, is communicated to all employees and persons working on our behalf, is displayed at all our offices and sites, and is made publicly available to interested parties via our websites.