

Environmental Policy

Microbee Group Ltd (hereafter “Microbee” or “the company”, comprising of Microbee Ltd, Microbee Bird Control Ltd and Microbee Tree Management Ltd) is based around the practice of good environmental management.

Aim

Microbee’s aim is to help clients manage problems with their sites through good environmental management practices. Where intervention is necessary, we aim to minimise and prevent any adverse effects on the environment resulting from our activities. We achieve this through providing management advice for our clients.

Microbee is committed to:

- the prevention of pollution through applying the waste hierarchy system;
- compliance with legal and other requirements;
- continual improvement through development of our environmental management system.

Responsibility

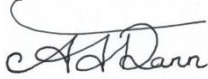

All employees are responsible for helping to achieve these goals.

Objectives

1. **Materials:** Steps are in place to minimise the consumption of materials necessary to the operation. Microbee endeavours to operate in a sustainable manner by recycling materials wherever possible. Any packaging that the company uses for its products is recycled if possible, although this is subject to legal restrictions (e.g. pesticide packaging). Emails are sent whenever possible to reduce paper and postage. (See also our Sustainability Policy)
2. **Transport:** Microbee endeavours to select the least polluting means of deploying its services in terms of both carbon and other emissions.
3. **Pesticides:** Microbee uses its environmental knowledge to minimise the amount of pesticide it uses. Any unused or waste pesticides are stored and disposed of in a manner which minimises risk of contact with non-target species and the environment. The company employs the services of a dedicated waste collection agency for the disposal of waste pesticides and packaging.
4. **Waste:** Microbee has waste licenses and all special and controlled waste is disposed of in a documented way through the correct stream.
5. **Training and staff awareness:** Microbee achieves its objectives by providing employees with training at induction to use all pesticides correctly and safely, thus minimising potential environmental damage and to reduce energy consumption where possible. All employees are kept aware of all relevant environmental legislation through regular training meetings.
6. **Energy and paper:** Microbee aims to reduce energy and paper use through consideration and good practice. It uses renewable energy to reduce its carbon footprint and takes measures to reduce energy consumption. Technological advances have helped to reduce our paper usage.

Monitoring

Resource use data is collected on a quarterly basis throughout the management-reporting stream and is reviewed by the senior management and discussed against targets at quarterly management reviews.

Date: 25/02/2021	Review by: Feb 2022
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