



ENVIRONMENTAL POLICY STATEMENT

The Directors of GRM Development Solutions Limited attach great importance to the integration of environmental controls into its business operations. Control of environmental risk is of paramount importance to our business. It is our aim to achieve and sustain acceptable standards of management by the employment of best practice and innovative techniques. Current legislative and regulatory environmental standards are deemed to be a minimum requirement of which the aim is to surpass this benchmark.

It is our Company Policy to:

- seek to minimise the environmental impacts of its activities, prevent pollution and continually improve its environmental performance;
- employ procedures that ensure the Company's compliance with all relevant laws and regulations relating to the environment;
- promote conservation of energy, materials and resources through the minimising consumption, maximising efficiency and effectively managing our waste;
- enhance environmental awareness of potential impacts from our operations and of suitable controls developed amongst our employees and sub-contractors; and,
- encourage the selection of products and supplies that minimise the use of materials energy or processes to minimise harm to the environment.

We also recognise and accept our responsibility for affecting the environment of others by our activities. The allocation of duties for such matters and the particular arrangements which will implement the Policy are set out in additional Company documentation and processes including Emissions and Waste Control.

It is the duty of all personnel to conform to this Policy and associated codes and regulations applicable to the Company's activities. All personnel must accept and carry out the legal responsibilities placed upon them by the relevant legislation, in respect of safeguarding the environment. Team Leaders and Project Managers will ensure that adequate controls and facilities are available to sustain legal compliance. Whilst legal requirements must be complied with at all times, our environmental undertakings can be best promoted by continual vigilance and constant reappraisal of our working methods and risk assessments by all personnel.

The Directors are responsible, as far as is reasonably practicable, for all aspects of environmental controls of the Company. However, they cannot exercise this responsibility without the active co-operation of all our employees.

It is our objective to ensure continual improvements are made to all Company policies and procedures. Directors will undertake an annual review of this policy and effect any changes necessary. The promotion of our environmental performance is to be regarded as a mutual objective for all employees and others attached to the Company at all levels.

Signed on behalf of GRM Development Solutions Ltd. Board of Directors:

A handwritten signature in black ink, appearing to read 'R. Upton', written over a horizontal line.

Richard Upton
Director

Date: 21st January 2026