



WELLCOM GROUP LIMITED ENVIRONMENT POLICY

“We believe as an organization that the effects of climate change will create potential economic, social and economic consequences in the future. We consider that wherever we can minimize our carbon footprint, such implementation once identified, will be addressed. This is whole of Group policy as well as future acquisitions, and includes accreditation of our supply chain.”

WAYNE SIDWELL EXECUTIVE CHAIRMAN

Global Positioning Impact Statement

The Wellcom Environment Policy is inclusive for all of the Wellcom Group.

Wellcom identifies that its operations have a direct and indirect bearing on our environment. With any business that consumes the world's resources in terms of electricity and gas, every effort is made to find other means of delivering or at least minimising, such consumption wherever practicable.

This includes recommendation to clients for the use of FSC and recycled paper or the use of Wellcom paperless office software.

Global Compliance

The Wellcom Group is dedicated to guaranteeing compliance with environmental legislation relevant to all countries in which it operates.

Extending our climate control position

- The Wellcom Group is dedicated to reducing and measuring greenhouse emissions with the view to reduce such emissions wherever practicable.
- Wellcom will engage with suppliers, clients, regulators and stakeholders wherever possible, to foster and encourage a greater understanding and management of climate change and ongoing sustainability issues and impacts.

How we manage our direct environmental impact

- We will monitor our energy use and greenhouse emissions with the express intention of reducing consumption wherever possible. This includes a specific company policy manual to manage this task.
- We will invest in energy efficient technologies including the company's Knowledgewell software.
- We will continue to reduce water usage wherever practicable.
- We will minimise waste through thorough segmentation and grouping of waste into correct disposal channels.
- We will continue to accredit our supplier chain with preference wherever practicable for like-minded environmental and policy driven suppliers.
- We will guarantee that the physical space in which we work optimises best environmental performance.

How we manage our indirect environmental impact

The majority of Wellcom products and services can be managed using Knowledgewell paperless office software. In other areas such as digital print, Wellcom recommends to clients consideration for the use of totally recycled paper stocks or FSC sourced paper stock.

- In the Pre-media area the use of water, chemicals and solvents have been eradicated. Replacements include either bio-degradable alternatives or total elimination of such requirements altogether.
- The Wellcom environmental action policy completes or complements a client's own environmental policy.

Wellcom Group Policies

- Wellcom as a matter of policy, engages with its supplier base to offer commentary on their supplier's environmental credentials, and to monitor ongoing environmental progress as it impacts the working relationship with the Wellcom Group.
- Wellcom also monitors and accredits the environmental policies and/or performance of our supplier chain network.
- Wellcom publishes environmental bulletins to inform/remind staff of power saving policies and new initiatives.
- Wellcom reports at least annually to shareholders as to the Wellcom Group's environmental performance.

Wellcom Group corporate governance

The accountability of the Wellcom Environmental Policy will form of the responsibilities of the following authorities:

- The Wellcom Board of Directors who oversee the observance of the policy through reporting to the Board.
- The Wellcom Group Chief Operating Officer and the Executive Environmental Committee are responsible for conducting and implementing policy, auditing performance and risk management and reporting this to the Board quarterly.
- This committee is responsible for the successful implementation and maintenance of the policy across all business units.
- This committee must conduct an environmental audit at least annually and report the findings to the Board.

Changes to Group policy

- The Executive Environmental Committee must report any issues arising out of an audit, or arising out of an acquisition, or arising out of an adverse environmental finding within a client hub business, to the Wellcom Board.
- The Board will then take the issue and the advice, and determine a course of action or change of policy for the Executive Environmental Committee to act on.

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