

4.2.1 Environmental Policy

Created 2010

Revision 03 - 2011

As a global citizen, providing teleconferencing products, Vpod Solutions has a genuine commitment to the environment. Vpod Solutions vision is to become a more environmentally sustainable company through a positive, solutions oriented approach. This Environmental Policy together with the implementation of an operational Environmental Management System demonstrates a commitment to achieving this aim. This environmental vision is valued and familiar to all employees and is effectively communicated throughout the company.

Vpod Solutions recognises that business activities have environmental impacts and is keen to address all adverse environmental impacts on all levels throughout the company, the main objectives for 2011 are to:

- Comply with all current environmental regulations and legislation, prevent pollution and strive for ongoing improvement.
- Monitor all office generated waste, hazardous waste and recycling. Ensuring correct waste separation and storage through the provision of recycling facilities and awareness training following the Vpod Operational Control Procedures: Waste document.
- Take an active interest in all direct suppliers and contractors. Implement a purchase Order System that highlights preferred suppliers and continued use of the Operational Control Procedures: Procurement document. Ensure supplier compliance with relevant environmental regulations and request the necessary certification for inspection.
- Record all employee business travel and join a compliance scheme in order to offset carbon emissions created from business flights.
- Find an effective and accurate method to monitor energy consumption within the office and implement energy saving procedures once the baseline has been established in order to reduce energy consumption by a target of 5%.
- Maintain ISO14001 certification.

Reviews and assessments of the companies' activities are conducted annually to determine changes to environmental performance. The next review will take place in July 2012. These changes will be communicated to stakeholders, highlight learning opportunities and allowing continual improvement and development of future strategy and business activities.

Richard Gann

A handwritten signature in black ink, appearing to read 'Richard Gann', with a long horizontal stroke extending to the right.

**Richard Gann COO
2011**

This policy is publicly available at www.vpodsolutions.com and included within new starter inductions. For more information please email info@vpodsolutions.com