

ENVIRONMENTAL POLICY

APPROACH

Communisys Limited ("The Company") recognise the business impact on the environment both through its local operations and more broadly in terms of raw materials, energy usage, pollution prevention and supply chain activity.

We are fully committed to applying where possible processes for continual improvement of our environmental performance across our business. We are committed to environmental protection, pollution prevention and will strive towards sustainable practices. The effective management of environmental risk ranks equally with our business considerations and contributes to our success.

The Company shall ensure that this Policy continues to be appropriate to the purpose and context of the organisation. This policy seeks to add value to the Company by safeguarding reputation, minimising loss and increasing productivity and performance whilst protecting the environment in terms of energy usage, pollution prevention and supply chain activity.

OBJECTIVES

The Company sets environmental objectives, continually monitors performance, ensures standards meet expectations and this policy continues to add value to the company and stakeholders. These objectives are reviewed on a regular basis and set by top management annually:

- Demonstrate proactive leadership and management for the prevention of incidents and environmental pollution.
- Monitor and manage Carbon emissions, intensity and where practicable introduce energy reduction and efficiencies programmes
- Monitor operational waste streams, implement reduction initiatives and maximise recycling
- Engage and consult with personnel – ensure their competency, awareness and ability to work in an environmentally responsible manner through the provision of supervision information instruction and training.
- Extend our Sustainability principals through our supply chain and other practices.

SCOPE

The company is committed to conduct its business operations in accordance with all applicable country laws in which it operates and any other environmental requirement that it may subscribe to. Where applicable the company will operate and maintain our environmental management systems in line with the requirements of ISO 14001.

The company promotes a positive culture through strong leadership, consultation, and engagement with employees and stakeholders in order to manage and mitigate our impact on the world in which we live.

Where applicable, the business will use FSC and/or PEFC paper and ensure the implementation and maintenance of the Chain of Custody (COC) processes in conjunction with its suppliers and customers, thus maintaining the core values of sustainability and ethical work practices.

RESPONSIBILITY & ACCOUNTABILITY

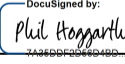
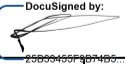
The President, OSG Europe is accountable for endorsing this Policy, annual review and ensuring that our subsidiaries are aware of and committed to the policy expectations. Sufficient funds and resources shall be provided to enable effective environmental management in all business operations.

Senior Management are responsible for ensuring the policy implementation is effective, setting expectation, achieving standards and are jointly accountable for environmental performance. They shall ensure there are effective systems of communication, and any matters impacting environment are reported, assessed and managed.

Managers and supervisors are responsible for the provision of adequate resources, appointment of competent persons to enable continual improvement of environmental performance and to ensure legal compliance. They shall ensure all employees and contractors have adequate skills through information, instruction and training to enable them to carry out their work in an environmentally friendly manner.

All employees are required to fully co-operate in the implementation of this policy and its associated procedures. Each individual has a duty to work responsibility to minimise energy consumption, reduce waste and any other potential impact on the environment.

All employees and contractors that work on behalf of the company will be made aware of the policy and shall cooperate with its expectation and commitments. In the spirit of continual improvement, this policy shall be reviewed at least annually and revised when appropriate change occurs and will be made available where required to all stakeholders and interested parties.

Authorised by: Phil Hoggarth, President, OSG Europe			
Authorised by: Michelle Griffey, Chief Risk Officer			
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