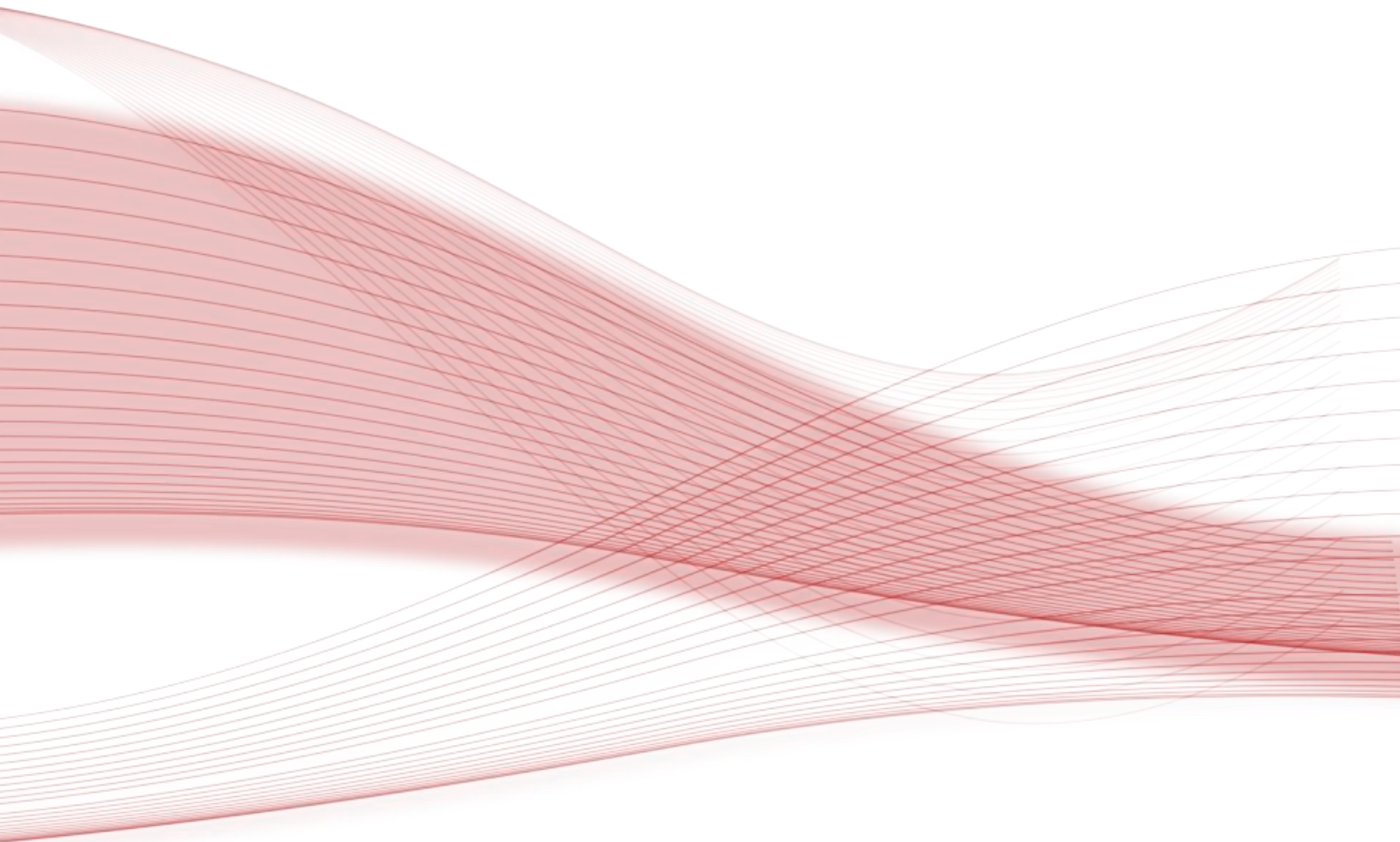


FREOR

ENVIRONMENTAL AND SOCIAL POLICY



FREOR recognizes that in pursuing its business objectives, it has a legal and moral responsibility to manage all aspects relating to the environment and social aspects. Therefore, through a continual improvement the company will aim to take every opportunity to protect the environment and commit for social responsibility. FREOR hereby adopts this policy in an effort to show its commitment to managing its environmental and social responsibilities.

By exercising proper control over its activities, the company aims to achieve the following key objectives:

- As a minimum, complying with all the legal requirements set out in the relevant Environmental Legislation and other requirements to which the organization subscribes, and where possible striving to exceed these requirements.
- Reducing and where practicable preventing pollution, thus minimizing our environmental impacts and developing a culture of environmental consciousness.
- Minimizing the amount of waste sent to landfill, by ensuring the waste hierarchy is applied to all waste generated and making sure our statutory Duty of Care requirements are being fulfilled.
- Promoting responsible energy efficiency in all work process, in an effort to reduce greenhouse gas emissions and preserve natural resources.
- Ensuring there is effective emergency plans in place to mitigate the effects of any accidental emissions or spillages.
- Raising awareness of environmental issues at all levels throughout the company by incorporating environmental factors into business decisions.
- Promoting equal opportunities.
- Promoting efficient working practices.
- Offering work experience and internships to first-time job seekers.

Our employees will be provided with the information necessary to fully implement this policy via regular staff meetings and any other communication channels deemed necessary.

The policy will be reviewed regularly and revised accordingly with the aim of continuous improvement in our performance.