



At red24 plc we are aware of our impacts on the environment and society. We believe that it is our moral obligation to mitigate and offset these impacts, and therefore aim to do this through a structured process of continuous improvement. Integrating environmental care and responsibility into the red24 plc business model has become one of our key considerations and we strive to be proud of our environmental efforts and operations. Sustainability is a global issue and we wish to contribute to this positive movement as a business, and through our actions, inspiring and encouraging others to do the same. With this in mind, our Environmental Policy objectives are to:

- Comply with all relevant environmental legislation, regulations and approved codes of practice;
- Identify environmental impacts and set targets for impact reduction/prevention;
- Minimise and manage waste according to the three R's: reduce, re-use and recycle;
- Strive to minimise our contribution to pollution;
- Measure our carbon footprint and set annual reduction targets;
- Use accredited carbon sequestration or offsetting programs to balance the effects of the unavoidable emissions generated by our activities;
- Develop an environmental management system (EMS) to constantly monitor, evaluate and improve our environmental performance;
- Mobilise an environmental mindset in all of our employees by promoting environmental awareness and encouraging them to work in an environmentally responsible manner;
- Communicate our environmental policy, management system and performance (internally and externally) on a regular basis and encourage feedback.

For information on how we aim to meet these objectives, see Appendix 1.

The policy statement will be regularly reviewed and updated on an annual basis. The management team endorses these policy statements and is fully committed to their implementation.

Signed: Signatures on original document

 Maldwyn Worsley-Tonks
 Chief Executive Officer

Signed:

Environmental Officer

Date: 3rd February 2011

Last Reviewed: February 2011

Next Review Date: December 2011

Environmental Policy 2011: Appendix 1

This document illustrates some of the ways in which red24 plc aims to meet the objectives in our Environmental Policy.

Legislation Compliance

- Identify relevant environmental legislation and establish our legal responsibilities with regard to our environmental impacts and performance.
- Allocate resources to ensure that these responsibilities are met and outline these in our Environmental Management System (EMS) manual.
- Regularly check and respond to changes in environmental legal requirements.

Waste Minimisation and Mitigation

- Conduct material assessments of waste, packaging and products to identify minimisation pathways in red24 plc offices.
- Improve the current waste facilities within our offices, allocating resources to ensure that our employees are able to reduce, reuse and recycle.

Carbon Footprinting and Reduction Targets

- Conduct an initial, internal baseline assessment to determine where improvements can be made and reduction targets need to be set.
- Calculate our carbon footprint and use this to implement reduction strategies.
- Capture the equivalent carbon for all emissions from our business practices for the 12 month period assessed in the carbon footprint.
- Review the red24 plc carbon footprint annually and update our impacts and targets as appropriate.

Carbon Sequestration/Offsetting

- Establish the most appropriate carbon sequestering or offsetting company and project; focusing on factors such as credibility and project type.
- Source an accredited offsetting program to offset our business emissions for the 12 month period assessed in the carbon footprint.
- Ensure transparency of our chosen carbon capturing company by offering to reveal their methods, offset type and the amount of carbon sequestered, upon request.

EMS Development

- Allocate the resources for the effective development of an internal EMS and manual.
- Set targets and timed deadlines for its implementation.

- Once it has been developed, to review the EMS manual annually; updating our impacts, performance targets and achievements

Internal and External Education

- Circulate our Environmental Policy to all employees, clients and stakeholders.
- Ensure that employees are made aware of internal environmental initiatives, informed of any changes and are actively encouraged to provide feedback on these.
- Provide resources and awareness training for employees to ensure that they are competent to control the activities for which they are responsible in the most environmentally responsible way, therefore supporting the delivery of the Environmental Policy.

Internal and External Communication

- Circulate our Environmental Policy to all employees, clients and stakeholders.
- Set up regular electronic and verbal communication on our internal initiatives and targets with all employees.
- Produce an annual report of our environmental performance with regard to our impacts, targets and achievements and circulate this to our employees, clients and stakeholders.