

APPENDIX L - ENVIRONMENTAL POLICY

We at Diaploous are committed to preservation of the environment and to improvement of our environmental sustainability performance, for the wider community now and in the future. All our employees are accountable for complying with this Policy.

We continually look for ways to reduce the environmental impact of our operation.

- We conduct our business in compliance with all relevant local, regional and national regulations and industry codes.
- We engage employees and clients with initiatives to minimize environmental impact
- We have identified our operational impacts and apply continuous improvement to reduce them, including:
 - the efficient use of energy, resources and water.
 - preventing pollution and reducing waste.
 - the safe removal, storage, handling, recycling and disposal of hazardous materials.
 - procedures to avoid and correct accidents.
 - better recycling of materials.
 - reduce paper consumption through staff awareness and increased use of electronic communication and data storage.
 - using hand dryer appliances, decreasing paper consumption
 - reuse paper for notes and memos, print on both sides of the paper.
 - minimizing the waste produced by reducing consumption and develop effective waste management and recycling procedures.
 - reducing our Co₂ Footprint
 - think before printing or copy!

This commitment demands that:

- We aim to promote environmental awareness and actions of our employees with appropriate information, training and support.
- We work towards continual improvement in our environmental performance and periodically review the established system.
- We set environmental objectives and targets which are regularly reviewed and continuously upgraded.
- We ensure that this policy is made available and communicated to the interested parties when and where necessary.
- We adopt and focus on sustainable targets and KPI's. All personnel contribute to sustainability through their firm commitment to pollution prevention, environmental conservation, the preservation of biodiversity and the promotion of energy efficiency which are formalized through this Environmental Policy.
- We promptly report all incidents and unsafe conditions to Quality Manager.
- We set objectives for reducing Company's environmental impact and maintaining an environmental performance improvement plan to enable them to be achieved. Set objectives are reviewed during Management Review Meetings.
- We update our environmental policy in consultation with personnel and stake holders.
- We consider the environmental variable in risk control and management policies.



DIAPLOUS LAND SERVICES

Procedure
IMP-01

INTEGRATED MANAGEMENT SYSTEM MANUAL
COMPANY ORGANOGRAM & POLICIES

Effective Date
March 2021

Moreover, we monitor our performance using appropriate metrics and key performance indicators, on a regular basis to establish whether it is achieving its objectives and targets.

Environmental stewardship is and must be an integral part of every Diaplous Land Service business practice, job and task. It is incumbent on each of us to assess our own roles and responsibilities and to help fulfill, to the utmost of our abilities, the commitments set forth in this policy.

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| Date: March 2021 | Position: General manager | Name: A.Galatis | Signature: |
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