

adept management ltd

Adept Management Environmental Policy Statement

Adept Management Ltd recognises that, in the conduct of our business and the provision of our professional services, we must continually strive to reduce our environmental impacts and support our clients in the reduction of theirs.

Our primary responsibility is to comply, as a minimum, with all appropriate legislation, regulations and codes of practice, as well as those requirements imposed by our clients.

Our commitment is underpinned by the identification of the significant environmental impacts of our business which, although varying depending on our operations and level of service, are:

- consumption of energy in our working spaces
- use of materials and consumables
- generation of waste
- emissions from staff travel

Our operational structure and service offerings allow us the flexibility to reduce these impacts and improve our environmental performance through policies which include:

- use of regionally located staff to support local projects wherever possible
- utilization of web conferencing to conduct our international business where possible
- flexibility of remote / home working with minimal headquarter office space required

For all of our operations we endeavour to;

- reduce pollution and emissions
- minimise the use of raw materials and supplies, sourcing recycled products where suitable
- recycle all waste paper, card, printer cartridges and other suitable sundry equipment
- minimize power consumption in non working hours
- expect similar environmental standards from all of our partners and clients
- assist clients to use products and services in an environmentally sensitive way

In addition to these, the tools and techniques we deliver for our clients enables them to utilize innovative developments to enhance their products, including those to reduce their environmental impact.

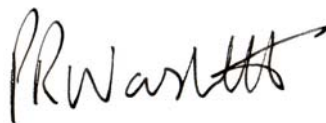
In committing to this policy, senior management recognizes the need to monitor performance and drive continuous improvement in this area. To this effect, the business has committed to review this policy on an annual basis and take appropriate steps to continuously improve.

This policy statement will next be reviewed in January to ensure its continuing appropriateness.

Signatures of Directors,



Andy Newton



Paul Waskett