

First City Care (London) plc

Environmental Management Policy Statement

1. PURPOSE

This policy has been developed to assist First City Care (London) plc in undertaking its business activities in a manner that is sensitive to the environment and also establishes a framework that the company and every employee should follow in order to ensure that this objective is met. Within the next twelve months we are planning to implement a full audited environmental system which meets the requirements of ISO 14001.

2. SCOPE

This policy applies to all employees of First City Care (London) plc, irrespective of whether they are full or part time, temporary or permanent, or based in our own offices or off-site.

This policy also applies to all visitors to our premises and any other person undertaking work on our behalf, such as contractors and sub-contractors and Suppliers.

3. COMPANY RESPONSIBILITIES

To ensure that the policy is effective, First City Care (London) plc will:

Implement all reasonable measures to comply with relevant environmental legislation.

- Take appropriate steps to minimise its negative impact on the environment and to conserve natural resources
- Develop appropriate and comprehensive procedures and guidelines to achieve our objectives.
- Introduce appropriate forms of instruction, information and supervision to enable employees to assist us in meeting our objectives.
- Appoint competent persons to ensure that the aims of the policy are met.
- Endeavour to make improvements in environmental performance.
- Introduce suitable arrangements to allow for communication and discussion on environmental matters.
- Review annually, and where necessary update this policy and any relevant Environmental procedures.
- Produce and issue an annual report on environmental performance.

4. DIRECTORS RESPONSIBILITIES

The Directors will take a leading role in environmental matters for the Company, ensuring that such issues are promoted as a fundamental aspect of successful business operations.

This will be achieved by:

- Setting appropriate standards and policies to meet legislative requirements and company objectives.
- Ensuring, where appropriate, that environmental issues are represented and considered at Board Level.
- Ensuring that the company strives for continuous environmental performance.

- Where reasonable and appropriate, making available all necessary resources, including financial, to enable the objectives and policies to be driven forward
- Delegating certain duties and responsibilities to other key individuals within the Company.
- Reviewing the policy on an annual basis.

6. HEALTH, SAFETY AND ENVIRONMENTAL (HSE) RESPONSIBILITIES

The Environmental Manager will be responsible for ensuring that appropriate processes and systems are put into place to enable First City Care (London) plc to meet its environmental objectives.

This will be achieved by:

- Developing appropriate procedures and guidelines to enable the environmental objectives to be met.
- Appointing and managing the performance of external competent resources.
- Keeping up to date with all relevant legislative requirements and industry best practice initiatives relating to environmental issues.

7. EMPLOYEES' RESPONSIBILITIES

Employees must recognise that they have an important part to play in the success of this policy, by:

- Complying with all relevant Company environmental procedures and guidelines.
- Taking all necessary care to recycle materials.
- Switching off all non-essential equipment when not in use.
- Minimising use of energy.
- Co-operating with Company Management in all aspects of environmental management.
- Ensuring that any environmental hazards are promptly reported to their Manager
- Follow companies guidance on selection and driving of vehicles to minimise CO2 emissions.

8. SUPPLIERS' RESPONSIBILITIES

Improved environmental performance can only be achieved if suppliers adopt similar standards. Therefore suppliers must:

- Comply with all relevant environmental legislation
- Take reasonable steps to prevent environmental damage from their activities
- Ensure that all plant and equipment is properly maintained, and ensure that all non-essential equipment is switched off when not in use
- Be proactive, and look to develop and implement 'greener' solutions for their activities, where appropriate
- When appropriate, use environmentally friendly products and recycle waste materials, where-ever possible
- Co-operate fully with the nominated Company representative

9. COMPETENT PERSONS

First City Care (London) plc will appoint appropriate competent persons, as necessary, to ensure that its environmental objectives are met. These resources may be provided in-house or by the use of external advisers or consultants.

10. INSTRUCTION and INFORMATION

Appropriate measures will be put in place to make employees aware of their responsibilities for environmental matters and to outline the part they can take in ensuring that First City Care (London) plc will achieve its own environmental objectives:

This will be achieved by:

- Providing suitable information, to enable employees to deal with their specific areas of environmental control.
- Issuing of relevant policies, procedures and guidance outlining the individual responsibilities to all employees within the company.
- The provision of information on notice boards and through poster displays.
- A higher profile for environmental issues in company public relations activities and company literature.

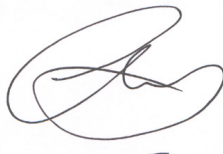
12. AUDITING AND MONITORING

First City Care (London) plc recognises that to ensure the effectiveness of its environmental management processes, it must continually review and monitor its performance in this area to strive for continuous improvements.

To fulfil this objective First City Care (London) plc will:

- Carryout regular audits and reviews of its environmental performance
- Provide appropriate feedback and reports on such reviews to all relevant internal key individuals and working groups.
- Develop appropriate action plans, as necessary, which will enable new initiatives and identified improvements to be implemented.

Signed :



C Richards, Managing Director