

## Environmental Policy Statement

Servus Limited is committed to reducing its impact on the environment and will conduct all operations in a responsible manner in compliance with applicable environmental laws and regulations.

We are conscious of environmental issues and we believe that the pursuit of economic growth can be linked to ecological protection.

Our commitment to the environment shall extend to our employees, contractors and the community in which we operate.

Servus Limited's objectives in the fulfillment of this policy are:

- To foster environmental awareness and responsibility in employees, contractors, suppliers and customers.
- To manage waste through the use of waste minimization methods.
- To promote conservation and the use of environmentally sensitive products.
- To train employees to conserve resources, minimize waste, and work efficiently and safely with respect to environmental protection.
- To maintain procedures and methods which aim to reduce the risk of accidental, spills, emissions and discharges.
- To continually improve over time by striving to measure our environmental impacts and set goals to reduce these impacts.



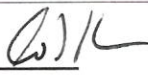
**Edward Kacal**


**Chief Executive Officer**

# Development of QHSE Objectives and Targets




Issued on: 17/02/14	Revision No. 1	Doc No.: QHSEOT-01
Issued by: Kodi Mc Millan		Approved by: Edward Kacal

Prepared by: Kodi Mc Millan  Date: 7<sup>th</sup> September 2020

Approved by: Edward Kacal  Revision: After every 2 years

☐ Health and Safety                      ☒ Environment                      ☐ Quality

Objective		Effective management of energy resources			
Target(s):		1. Maintain carbon footprint + - 5% of baseline value (provided no additional vehicles are purchased). 2. Maintain electricity consumption usage to within + - 5% of baseline value – so as long as there are no additional electrical consumption requirements at head office. 3. Explore possibility of adding another sustainable vehicle to driving pool. Also, explore the notion of formalizing work from home arrangements to contribute to reduced energy usage.			
Take into Account:		Applicable (Y/N)	Description		
Legal / Regulatory Requirements		Yes	Applicable regulatory inspections will be taken into consideration		
Significant Environmental Aspects		Yes	Significant Environmental Aspects and Impacts shall be taken into consideration		
Safety Hazards		No			
Take into Consideration		Applicable (Y/N)	Description		
Technological Options		Yes	Data gathered for monitoring shall be stored on the Google Drive		
Financial, Operational & Business		Yes	Associated costs shall be monitored		
Views of Interested Parties		Yes	Where applicable the views of interested parties shall be considered		
Inputs Received from Employees		Yes	Issues arising from baseline assessments shall be communicated to employees. Additionally, training shall be provided for employees regarding emission reduction strategies.		
Task	Responsible Parties	Accountable Parties	Who's Consulted	Who's Informed	Timeframe
Monitoring of baseline assessments	QHSE Manager / HSE Officers / Advisors	QHSE Manager	Staff who are likely to impact system	All Staff who may impact / interact with process	December 2020

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Possibility of another sustainable vehicle addition // Facilitation of formalized work from home arrangements.	HR Dept. / CEO / COO	CEO	CEO / COO	CEO / COO	When vehicle lease ends in 2022 as the lease was recently extended as part of a cost saving drive.
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\* To be reviewed at the next Management review meeting.