

Our Reference
Your Reference
Date

8 January 2009

Re: Ryan Hanley Environmental Management System
o Environmental Policy
o Environmental Objectives

Dear Colleague,

Please note Ryan Hanley's Environmental Policy & Environmental Objectives.

Environmental Policy

Ryan Hanley fully recognises the importance of protecting the environment and of promoting sustainable development. The Company's policy is to improve its environmental performance through environmental awareness, protection and sustainability in so far as it is reasonably practical to do so.


Environmental Objectives

The Ryan Hanley Environmental Objectives are to deliver a sustainable service by;

1. Compliance with environmental legislation
2. Reducing resource consumption
3. Safe disposal of waste
4. Optimising our recycling potential
5. Effective communication with staff regarding environmental issues
6. Environmental awareness in design
7. Continuous improvement of processes
8. Staff Development

An Environmental Management Plan giving effect to this Policy is available to, and has been circulated to all Company personnel. Each person will be required to read this document and comply with the Environmental Management System at all times.

Yours sincerely,


GERARD F GIBNEY