

# COMMITMENT OF THE CEO TO ENVIRONMENTAL SUSTAINABLE BUSINESS PRACTICES

At Servest, we pride ourselves on being a leading service provider. We believe that to have long-term success we need to create value to both our shareholders and society as a whole. It is essential that we not only comply with all applicable legal industry requirements, but also adhere to Servest's Corporate Business Principles, all the while ensuring that the principle of sustainable development is embedded in all our services, products and brand.

This means protecting the future by making the correct choices in an environment where water is becoming increasingly scarce, natural resources are constrained and biodiversity is declining. These elements are vital for sustaining the human race and for the development of Servest.

We are therefore committed to:

- full compliance with all applicable legal environmental requirements and our internal requirements where specific environmental legislation is non-existent or insufficient;
- the continual improvement of the environmental performance of our services, and prevention of pollution through the Servest Environmental Management System (SEMS) which complies with the international ISO 14001 and Ecocert Biodiversity Commitment standards;
- the systematic assessment and optimisation of environmental impact in the supply of new and improved services, integrating the consideration of environmental concerns and impact into all our decision making and activities;
- the responsible sourcing of tools, equipment, materials and other goods and services from suppliers who comply with the Servest Supplier Code, and demonstrate continual improvement of their environmental performance; so that Servest's services will not only be of the highest standards but also better for the environment along their value chain. This also means satisfying our clients, giving them another reason to trust Servest and
- delivering on time, and living up to employees' and external stakeholders' expectations about our environmental responsibility and practices.
- Servest will endeavor to:
- provide our clients with meaningful and accurate environmental information and dialogue based on scientific evidence about our services and products at corporate, market and product brand level;
- ensure that we are able to offer our clients a sustainable service option or solution;
- undergo independent environmental auditing, verification and certification of our practices and as long our supply chain;
- promote and encourage the conservation of native biodiversity, and do not engage in a business relationship that disregards or will harm the environment;
- provide environmental awareness training and education for our employees, alongside effective communication with employees and recognition of their innovative initiatives and achievements towards environmental improvement;
- including regulators, scientists, clients, business partners and civil society organisations, in order to define, implement and evaluate solutions to the complex environmental challenges we are facing.

As the Chief Executive Officer of Servest, I am determined to provide the leadership and resources to ensure this commitment is fully integrated throughout the Company.



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Steve Wallbanks: CEO

## Sustainability Strategy

Servest in recognizing its corporate responsibility to the environment has developed a sustainability strategy that it will implement within all facets of the business. In achieving better sustainable practices, rollout of the strategy has been commissioned to be implemented and operational by 2020. This includes compiling a Sustainability Vision and Goals that will result in Servest becoming more efficient in its service delivery while committing to the principles of its environmental sustainability policy.

### Our strategy will commence with the drafting and implementation of the following:

- Resource Consumption Monitoring Programs
- Environmental Management System in line with ISO 14001
- Principals of Ecocert Biodiversity Commitment Standard
- Sustainable Supplier Sourcing Plan
- HSQ Plan Evaluation
- Social Responsibility Plan

## Sustainability Vision

At Servest we understand that having a Sustainability Vision is key to our business and it encompasses all aspects of what we as a corporate service provider believe: *“Providing innovative service quality to ensure we are socially responsible and protect the environment for future generations.”*

## Sustainability Goals

Servest in its quest to become more sustainable, has identified six key areas within our business that we are committed to target as part of our 2020 Sustainability Strategy. These are set out as our sustainability goals.

### Innovation and Quality

Our goal is to encourage and promote innovation within all sectors of our business to improve our efficiency, delivery and quality of service to our customers, seeking options and ideas that will reduce our environmental footprint.

### Remove Inequalities

Servest is committed to ensuring that there is equality within the work place, with everyone being given equal opportunity. No racial or gender preferences will be given, but instead, job appointments or promotions will be based on the individuals abilities, qualifications and experience to fulfil the role. We strive to have equal representation at all levels of management. In our commitment to achieve equality, we believe that every member of staff should be able to be heard and be given the opportunity to share from their experience.

### Empowerment and Training

In our recognition of the value of our colleagues, we believe that each individual should be given responsibility. We represent one team and all parties within that team play a role. Part of this principle we believe in, is to equip our staff for the task they are responsible for and encourage growth and skill development.

### Responsible Consumption

In providing a service to our clients we strive to ensure that our service is delivered with a low demand on resources. Wherever possible, we will offer a sustainable service option to our clients. Within all forms of services offered, we will maintain energy and water consumption, striving to reduce by a minimum of 20 percent.

### Reuse and Recycle

As part of our 2020 Sustainability Strategy goal, we aim to have minimized our waste to landfill generation. Monitoring of waste generation will be implemented to identify our waste streams and where we are able to reduce. In order to reduce our impact on the environment, Servest will strive to only use products and equipment that are environmentally friendly. We are committed to sourcing recyclable and biodegradable products in our service delivery.

### Biodiversity Protection

Understanding the value of biodiversity in supporting life on earth and hence impacting our business, we are committed to biodiversity conservation. Operations will provide a service that promotes biodiversity and minimizes its impact. We aim to become an accredited operator of the Biodiversity Area Standard, maintaining biodiversity records in accordance with an operating Environmental Management file.