



HARDIUM ENVIRONMENTAL POLICY

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Owner: Director

Approved By: David Hardy - Founder & Director

(ISO 14001 Aligned – Nuclear, High-Hazard & Engineering Consultancy)

1. Purpose

This policy defines Hardium’s commitment to environmental protection, responsible engineering, and practical, evidence-based environmental management across all operations.

As a consultancy operating in nuclear and high-hazard sectors, we recognise our responsibility to minimise environmental risks arising from our work and to support clients in meeting regulatory expectations.

This policy aligns with ISO 14001, UK environmental legislation and relevant industry guidance.

2. Scope

This policy applies to all Hardium staff, associates, contractors, and partner SMEs across:

- ✓ Engineering design and consultancy
- ✓ Nuclear and high-hazard project support
- ✓ Digital and technical advisory work
- ✓ Client site activities and field visits
- ✓ Business operations, travel and procurement

- ✓ Consideration of environmental aspects in engineering decisions
- ✓ Minimising waste, emissions and unnecessary resource use
- ✓ Designing solutions that are safe, efficient and compliant
- ✓ Encouraging durable, maintainable and lifecycle-appropriate choices

Hardium promotes engineering solutions that are practical, proportionate and evidence-based.

3. Environmental Commitments

3.1 Legal Compliance & Duty of Care

Hardium complies with applicable environmental legislation, including:

- ✓ Environmental Protection Act 1990
- ✓ Environmental Permitting Regulations (EPR)
- ✓ Clean Air, Clean Water and Waste regulations
- ✓ Waste Duty of Care requirements
- ✓ Client environmental and site-specific rules

We maintain a duty of care for any environmental risk associated with our advice or activities.

3.2 Responsible Engineering & Design

Our work integrates environmental responsibility through:

3.3 Pollution Prevention & Waste Minimisation

We take reasonable and practicable steps to:

- ✓ Prevent pollution associated with our activities
- ✓ Reduce hazardous and non-hazardous waste
- ✓ Encourage digital working to reduce material use
- ✓ Use resources efficiently
- ✓ Manage chemical and radiological risks responsibly (within consultancy scope)

3.4 Energy & Resource Efficiency

Hardium seeks to reduce unnecessary energy and resource consumption by:

- ✓ Encouraging efficient digital tools and remote working where appropriate

- ✓ Avoiding wasteful practices
- ✓ Supporting clients in assessing lifecycle impacts where relevant

Our decisions are grounded in engineering, evidence and risk reduction.

3.5 Supply Chain & Procurement

We promote responsible environmental behaviour in our supply chain by:

- ✓ Engaging suppliers with sound environmental practices
- ✓ Ensuring compliance with legal requirements and client standards
- ✓ Avoiding suppliers who demonstrate poor environmental stewardship
- ✓ Encouraging transparency in materials, equipment and service procurement

3.6 Competence, Awareness & Culture

We ensure all personnel understand their environmental responsibilities through:

- ✓ Appropriate environmental awareness training
- ✓ Role-specific instruction linked to environmental risks
- ✓ Clear expectations for behaviour on client sites and during travel
- ✓ We promote a culture of science-led, risk-based environmental responsibility.

3.7 Continuous Improvement

Hardium continually improves environmental performance by:

- ✓ Reviewing environmental aspects and objectives
- ✓ Acting on audits, incidents, feedback and learning
- ✓ Updating controls and processes where beneficial
- ✓ Reducing unnecessary environmental impacts associated with our operations

4. Roles & Responsibilities

4.1 Founder & Director (Policy Owner)

- ✓ Sets environmental direction and ensures resource availability
- ✓ Communicates and upholds this policy
- ✓ Promotes responsible, proportionate and evidence-based environmental management

4.2 Technical & Project Leads

- ✓ Assess environmental aspects within their work
- ✓ Ensure compliance with relevant legislation and client requirements
- ✓ Encourage efficient, low-impact working practices

4.3 All Personnel & Associates

- ✓ Follow Hardium environmental requirements
- ✓ Reduce waste and unnecessary resource use
- ✓ Report environmental concerns or improvement opportunities

5. Review

This policy will be reviewed:

- ✓ Annually, or
- ✓ Following legislative changes,
- ✓ Significant incidents or audit findings, or
- ✓ Major organisational or operational changes.

Updated versions will be communicated to all personnel and partner SMEs.

6. Approval

David Hardy

Founder & Director

Hardium Ltd

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