

ENVIRONMENTAL POLICY

As a manufacturer of aircrew escape systems and crew seats for rotary and fixed-wing aircraft, Martin-Baker Aircraft Company Limited ("Martin-Baker") recognises that its activities, products, and services can have impacts on the environment. The purpose of this Policy is to communicate to all personnel our environmental expectations, the objective of our Environmental Management System (EMS), and to demonstrate top management's accountability for the effectiveness of the Environmental Management System, including the provision of necessary resources to ensure compliance.

Our EMS conforms to the industry standard ISO14001:2015 and we are actively transitioning to ISO14001:2026, aligning our management system with the updated requirements within the defined transition period. This policy is appropriate to the purpose and context of the organisation, supports the needs and expectations of relevant interested parties and aligns with our strategic direction and business objectives. Our environmental goals are aligned with our Vision, Mission and Values.

Our Commitments

Through our EMS, we will:

- ▼ **Protect the environment**, including prevention of pollution, by minimising emissions, waste, and resource consumption, promoting energy efficiency and sustainable resource use, and addressing climate change, biodiversity, and ecosystem impacts.
- ▼ **Meet our compliance obligations**, including all applicable legal, regulatory, and other environmental requirements.
- ▼ **Continually improve** the effectiveness of our Environmental Management System to enhance environmental performance.
- ▼ **Apply a lifecycle perspective** by considering environmental impacts across design, manufacture, procurement, use, and end-of-life stages.
- ▼ **Manage risks and opportunities** by addressing environmental risks, preventing adverse impacts, and enhancing resilience and sustainability performance.
- ▼ **Prevent pollution** through effective operational control of our significant environmental aspects.
- ▼ **Provide a framework** for setting, reviewing, and achieving measurable environmental objectives and for monitoring performance against them.
- ▼ **Promote responsible environmental practices** within the supply chain by encouraging suppliers and contractors to meet appropriate environmental standards.
- ▼ **Engage and communicate**, ensuring employees understand their environmental responsibilities; making this policy available to relevant interested parties, and making the scope of the EMS available to relevant interested parties upon request.
- ▼ **Maintain this policy** as documented information and review it periodically to ensure its continuing suitability and effectiveness.

Environmental risks or concerns must be reported to a line manager or e-mail environment@martin-baker.co.uk.

If you have any questions about this policy, please contact the Environmental Compliance Manager.

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Joint Managing Director



Joint Managing Director

This policy is clearly communicated by our senior management and is published on the Martin-Baker website, the Learning Management System, intranet, and noticeboards at Denham and Chalgrove. All other copies are uncontrolled. This policy will be reviewed, at least annually, to ensure its continued suitability. **If you would like this policy in another format (e.g. audio, large print, braille) please contact our HR Department.**

