



Dab Technologies Private Limited

Vardhan Group of Companies

Company Profile

Dab Technologies Private Limited

Vardhan Group of Companies
Group Profile

We certify that, to the best of our knowledge, the information presented in this Profile is accurate. In the event of any changes in the firm's position, such as annual accounts, management structure etc. we undertake to issue details of these as soon as they are available.

Signed

Navnath D. Deokar, Managing Director

Introduction

Dab Technologies Private Limited is one of the leading IT, Telecom Solutions and services companies in India. Vardhan Group was founded in the year 2006 with a sole purpose of providing wide spectrum of these services. A dedicated team of young talented software professionals with experience and knowledge in several technology fields, Vardhan has evolved one of the most successful IT solutions providers in India. Our products, services & solutions are based on cutting edge, state of art technology, and industry standards.

We are highly committed to provide top quality innovative solutions for different industries all around the globe and assure quality services and solutions to our respected clients. We deliver great business value to our customers and strive to achieve customer satisfaction. We look forward to build an enduring relationship with our clients and take pride in having an impact on their success.

Vardhan Group of Companies' Core Business is:

- Security Solutions
- IP network Infrastructure
- Last mile Solution on Copper Wire
- Fibre Optic Cable (FTTx) / Wireless (RF)
- Application (Software) Development
- IP Packet Transmission Devices
- IT Consultancy
- Project Design Management
- Planned Maintenance
- Inspection and Testing of all Networking Systems

Our strength in IP Network Design and System Integration are well recognized by industry players and end-users globally. Our highly qualified engineering and R&D team develops and designs the most advance state-of-the art technologies and tools to ensure the success of ourselves and our clients in their respective projects.

In Vardhan, we believe that the modern IT works are complex and need collaboration among IT technology owners. Our engineering teams already have been certified by most out-branded companies, CISCO, JUNIPER, SUN, MS, ORACLE to fulfill our clients' expectations and corporate desires.

Vardhan / Dab Key Services Include:

- Managed IT Services
- Network Audit & Solution
- Security Audit & Solution
- System Integrations
- Telecom Services
- Computer / Data systems
- Planned Maintenance
- Access Control
- Security systems
- Voice & Data Installation
- CCTV
- Biometric Scanners (finger print)
- Annual Maintenance Contracts
- Information Technology Training



Principal Activities:

System Integration Solution and IP-based services such as:

- Security Solutions
 - Building Security Solutions
 - Highway Security Solutions
- Application (Software) Development Solution
 - School Information & Security System
 - Housing Society Information & Security System (HSISS)
 - Liquor Management System (LMS)
 - e-Document
 - eDiaryIndia Directory Solution
- IP Network Solutions
 - Voice Over Internet Protocol (VOIP) Solutions
- Broadband Internet Service Provision
 - Corporate Businesses
 - Government Entities
 - Home Users
- High-Speed Network Connectivity
- Data Network Consultation and Services
- IP-based Value-added Services
 - Co-location and Web Hosting Services
 - IP-VPN

Other Services Offered:

Telecommunications infrastructure planning, equipment supply, installation, testing, commissioning, maintenance & general infrastructure works

Infrastructures, Cabling and System Integration:

- Planning and design of outside plant for infrastructure and cabling fiber optic cable and copper cable
- Installation of civil infrastructure by conventional open trenching methods, horizontal directional drilling (HDD), thrust boring and pier crossing
- Installation of fiber optic cable including cable laying and pulling, splicing, termination, testing and commissioning
- Installation of copper cables including cable laying and pulling, jointing, termination, testing and commissioning
- Installation of CCTV, Alarm Systems, Access and Security System, Wireless Network, including supply, termination, testing and commissioning
- Installation of telecommunication equipment's and related ancillary system

Company Details:

Name of Company	:	Dab Technologies Private Limited
Divisions	:	Hardware, Network, Security, Software Development, Telecom
Address of Registered Business	:	B/102, "SARITA SANGAM", S. No. 500/1, CTS No. 1967, Behind Railway Station, Kasarwadi, Pune - 411034, Maharashtra [INDIA]
Principle Place of Business	:	Office No. 004, Building No. 02, Agrasen Nagar, Survey No. 397/1&2, Old Pune - Mumbai Road, Opp. Atlas Copco, Dapodi, Pune - 411012. Maharashtra [INDIA]
Address of Head Office	:	HSG 45/B, "DEOKAR HOUSE", Hivare Budruk (Lalkhan) Tal. Junnar, Dist. Pune Pune - 410504 Maharashtra [INDIA]
Contact Information	:	Telephone : +91 82 75473586 / 90 E-mail : sales@dabtpl.com Web address : www.dabtpl.com www.vardhangroup.org.in
Registration Number under the Companies Act 1956 (CIN) & Date of registration	:	U51909PN2010PTC136240 05/05/2010
Permanent Address Number (PAN)	:	AADCD4928J
VAT Registration Number	:	27240846529V
CST Registration Number	:	27240846529C
Service Tax Registration Number	:	AADCD4928JSD001
LBT Registration Number	:	PCMC-LBT-0011325
Nominal & Paid up Capital	:	Is issued
Chartered Accountant	:	Bhutada Mundada & Company

Our Mission

“To enable our clients to maximize their business success by delivering innovative, reliable, and consistently excellent consulting, technology, solutions, products, services and Training”

Vision

“To become the most preferred organization in the field of consulting, technology, solutions, products, services and Training”

Values

Customer Centric Approach:

- We help customers achieve their business objectives by providing innovative, reliable, and consistently best in class consulting, technology, solutions, services and training.

Our Strengths:

- Ability to deliver high-quality services and solutions
- Domain Knowledge with right expertise
- Implementation of successful projects on time and to budget
- Strong presence in the Government, Corporate & Educational Sector.

Strategic Objectives:

- Fulfilling our responsibility of building a better and stronger company for future generations
- Growing the Dab brand by meeting the expectations of the stakeholders and by developing our people and helping improve communities across the globe.
- Recruiting, developing, and retaining the best talent in the industry for the growth of our business and fostering a collaborative and mutually supportive environment.
- To maintain a long-term relationship with our customers
- To expand our expertise and broaden our offerings to congregate the growing needs of our customers

Our core Principles

- **Honesty:** To always be truthful, open and candid
- **Integrity:** To do what we say, live up to the highest standard of fairness and ethical behaviour
- **Culture:** We seek new opportunities to learn, to improve, to teach and to add value
- **Passion:** We love what we do, we lead by example and we take the lead.

Behaviour

- While we grow in size and scale, we will continue to improve our quality of service delivery.
- We will continue to invest in training in Quality.
- We'll grow quality initiatives with better "Best Practices" and more quality accreditations
- We'll implement better tools for measuring quality both in production and Customer Services.
- Quality is not a domain with the few chosen ones but is a responsibility of all.
- We'll not pass the buck to the "Quality People" when we can see and address deficiencies

Services Portfolio

- | | |
|--------------------------|--------------------------|
| • Industries they serve: | • Education |
| • Lease & Finance | • Information Technology |
| • Manufacturing | • Insurance |
| • Health | • E-Government |
| • Banking | • Defense |

Partners

- | | |
|---------------------|-------------------------------|
| • Cisco | • IBM Business Partner |
| • D-Link | • HP Partner |
| • Oracle | • Quick Heal Security Systems |
| • Cyberoam | • Norton Security Systems |
| • Fortinet | • eScan Security Systems |
| • Microsoft Partner | |

Customer Care

The management of Vardhan believes that customer (client) satisfaction is an important key to the success of our business. This message is cascaded throughout the company.

We have developed a comprehensive approach to customer care and to minimising defects on all our schemes. Our objective is to achieve customer satisfaction and repeat business by providing electrical solutions that conform to agreed requirements.

Vardhan has built its foundations on relationships with partners, associations, clients, contractors, and employees. Our reputation is based upon recommendations and this has helped set us apart from our competitors.

The code of conduct at Vardhan stems from traditional values within our workforce. Trust, honesty and understanding encompass many of our beliefs and for your own peace of mind we have implemented the following and will endeavour to:

- Be polite, friendly and courteous
- Maintain a high stand of professionalism
- Carry cooperative and flexible attitudes
- Acknowledge concerns
- Be informative
- Listen to feedback

Client satisfaction & feedback

At Vardhan, we are constantly working to improve our quality of service to our customers and want to hear feedback from our stakeholders

In order to maintain our continuing high standards we issue a customer satisfaction report on all completed projects that our customers may complete and return. This way we constantly monitor the quality of workmanship through to the quality of management.

We have recently implemented a web-based survey solution that enables clients to easily submit their insights, performance score and feedback.

Supporting Local Communities

Vardhan is passionate about providing long-term employment opportunities within the communities in which we work. We understand that education and training are fundamental in addressing issues of aspiration and attainment, thereby creating opportunity for a dynamic, successful and modern local economy.

We employ local labour and we recognise the importance of recruiting local people and how this can stimulate economic regeneration within the community through wealth circulation.

Vardhan makes an agreement with our client to employ local people for Network installation projects. Within this local labour clause, the Vardhan will:

- Endeavour to their best to employ a percentage of its workforce from local residents and
- Endeavour to take on local apprentices.

Training & Apprenticeships

Vardhan is committed to the sustainable future of the industry and offer training and development opportunities in a wide range of Network and Security skills.

Over the years we have consistently demonstrated commitment to young people by striving to provide sustainable employment and skills development opportunities in the community.

Working in partnership with colleges and other training providers Vardhan has successfully supported apprentices to achieve recognised trade qualifications leading to careers with Vardhan and within the wider industry as the below chart demonstrates:

Year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
No of Employees	5	8	12	15	28	20	25	30	38	40
No of Apprentices	1	2	2	3	3	3	4	14	18	20

"Over the years the Vardhan Group has demonstrated dedicated commitment to helping young people in the fully develop their prospects and become fully qualified Network and Security.

Key Personnel - Head Office:

Directors

1) Full Name	:	Navnath Dattatraya Deokar
Position in Company	:	Managing Director
2) Full Name	:	Revannath Dattatraya Deokar
Position in Company	:	Director
3) Full Name	:	Urmila Navnath Deokar
Position in Company	:	Director

Business Development Manager : Mr. Pratik Popatrao Borude

Support Manager : Mr. Yogesh Naththu Mahajan

Contracts Manager : Mr. Rajendra M.

Health & Safety: : Mrs. Anjali Vijay Surve

HR Executive : Mrs. Pallavi C. Choudhari

Receptionist: : Miss. Priti Raju Jadhav

Purchasing / Stores Manager: : Mr. Dhananjay Arun More

Company Representatives:

Auditors:

Full Name : **CA Manoj S. Mundada**

Address : Bhutada Mundada & Co.
Chartered Accountants
03, Radhakrishna Heights, 1435, Sadashiv Peth,
Off. S. P. College, Near Khajina Vihar Chowk,
Pune - 411030

Contact Information : Telephone : +91 20 24460155
E-mail : ca@bhutadamundada.org
Web address : www.bhutadamundada.org

Solicitors:

Full Name : **Adv. Amit Devram Belhavare**

Address : Belhavare Niwas, Shinde Wadi, Ghodegaon,
Tal. Ambegaon, Dist. Pune.

Contact Information : Telephone : +91 9921828365
E-mail : amit.d.belhavare@gmail.com

Declaration

Equal Opportunity Policy

Vardhan and Dab is an equal Opportunity employer. No applicant or employee receives less favourable treatment on racial, ethnic, sexual, disability or religious grounds.

Vardhan and Dab is committed to providing a working environment that is free from discrimination. Therefore, the company will try to ensure that no potential or actual member of staff will receive less favourable treatment on the grounds of ethnic origin, colour, gender, disability, marital status, age, sexuality, or religion.

Vardhan Group undertakes to review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities

Vardhan / Dab recognises its legal obligations including those under the Race Relations Act, the Sex Discrimination Act, the Civil Partnership Act, the Equal Pay Act, the Disability Discrimination Act, the Equality Act, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations, the Employment Equality (Sexual Orientation) Regulations, the Employment Equality (Religion or Belief) Regulations and the Employment Equality (Age) Regulations.

Due to the nature of installation work, applicants for site staff with certain disabilities are unable to be considered. However applications for all other areas are welcomed.

Signed

Navnath D. Deokar,
Managing Director
Dab Technologies Private Limited

Equal Opportunities

Equal Opportunity Policy

This Equal Opportunities Policy Statement is designed to implement the commitment of Vardhan Group to Equal Opportunities. The aim of this policy is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to Vardhan Group and the employees. It is the responsibility of every employee to ensure his or her own conduct conforms to the expected standards.

We are an equal opportunity employer and our policy aims to ensure the following:

- 1) No job applicant or employee receives less favourable treatment than another on racial grounds.
- 2) No applicant or employee is placed at a disadvantage by requirements or conditions, which have disproportionately adverse effect on his or her racial group and which, cannot be shown to be justifiable on other than racial grounds.
- 3) Where appropriate and where permissible under the Race Relations Act, employees if under represented racial groups are given training and encouragement to achieve equal opportunity within the organisation.
- 4) Provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.
- 5) Whenever reasonably practicable to do so Vardhan Group will install in existing premises facilities for people with disabilities. Whenever Vardhan Group invests capital in new or refurbished premises every practicable effort will be made to provide for the needs of staff and customers with disabilities.
- 6) Any employee who believes that they may have been subjected to treatment which breaches this policy may raise the matter through the grievance procedure of Vardhan Group.

In order to ensure that this policy is effective, the following action is taken:

- 1) Overall responsibility for the policy is allocated to a senior manager.
- 2) The policy's contents and implementation is discussed and agreed with employee representatives.
- 3) The policy is known to all employees and, if possible, to all job applicants.
- 4) All employees are treated with dignity and respect.
- 5) Any necessary training and guidance to staff is provided.
- 6) Existing procedures and criteria are examined and regularly reviewed and changed where they are actually or potentially unlawful.
- 7) Reviewing periodically company selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities.
- 8) The policy is monitored, distributed and publicised to all employees and elsewhere as appropriate.

Terms of employment, benefits, facilities and services

It is unlawful to discriminate against anyone on the grounds of race or disability in affording terms of employment and providing benefits, facilities and services for employees.

It is therefore recommended that:

- 1) All staff with these aspects of employment should be instructed accordingly
and
- 2) The criteria governing eligibility should be examined to ensure that they are not unlawfully discriminated.

Health, Safety and Welfare

General Policy Statement

This statement recognises Vardhan Groups' obligations and accepts its responsibility as an employer for providing a safe and healthy working environment on premises and property under its control in accordance with the requirements of the Health and Safety at Work Act. It is the policy of Vardhan Group to operate working practices which make proper provision for the health, safety and welfare at work for employees and anyone else that may be effected by our operations. Vardhan in the conduct of its activities will ensure that it:

- Protects the health, safety and welfare of its employees and others who may be affected by its activities.
- Limits adverse effects on and adjacent to the area in which those activities are carried out.
- Meets its responsibilities as an employer to do all that is reasonably practicable to prevent accidents, injuries and damage to health.

The company will also, so far as is reasonably practicable:

- Provide and maintain safe working environment that are without risks to health, safety and welfare with safe access to, and egress from it.
- Set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- Safeguard employees and others from foreseeable hazards connected with work activities, processes and working systems through the process of hazard identification and risk minimisation.
- Ensure that when new substances, plant machinery, equipment, processes or premises are introduced, adequate guidance, information, instruction, training and supervision are provided for safe methods of work to be developed.
- safe arrangements for the use, handling, storage and transporting of equipment and materials,
- Train all employees to be aware of their own responsibilities in respect of relevant health and safety matters and ensure they participate in the prevention of accidents and co-operate with measures taken to prevent industrial disease.
- Ensure that contractors undertaking work for the Company are informed of the relevant standards required and are monitored to ensure compliance without detracting from the contractors' legal responsibilities to comply with statutory requirements.
- Promote good health amongst employees and be concerned with the prevention of occupational and non-occupational disorders and diseases.
- Co-operate with appropriate authorities and technical organisations to ensure policies are updated and standards reviewed to reflect best practice.
- Undertake, audit, monitor and review activities to ensure the Company's objectives for health and safety and welfare are being met.

Health, Safety and Welfare

Application

- The policy, supported by instructions, Procedures and Organisational arrangements, is to be applied to all activities carried out by the Company.
- The policy must be enforced by all Directors, Managers, Supervisors and Foremen and be observed by all employees.

Responsibilities

- The responsibilities for determining the Company's policies on health, safety and welfare matters including revision of this Policy, lies with the Directors of Dab & Vardhan Group
- The board of directors has appointed the director, Mr. N. D. Deokar, as having particular responsibility for health, safety and welfare. In the event of difficulties arising from the implementation of this Policy, reference must be made to Mr. N. D. Deokar.
- Each employee shall recognise personal responsibility for observing the Company's Safety Policy, Instructions and Procedures, and should develop interest and enthusiasm in health, safety and welfare issues.
- The implication of this Policy will be undertaken by the Managers and staff of the Company who will monitor compliance with the requirements and give advice on health, safety and welfare matters generally.

(This statement of General Policy on health, safety and welfare at work and of the organisations and arrangements for carrying out the Policy, is made under the Health and Safety at Work Act, and is to be brought to the notice of all employees of Dab and Vardhan Group by prominent display at all sites, workplaces, provided. The supporting Instruction, Procedures and Organisation Arrangements are available at Head Office for reference by all employees)

Signed

Navnath D. Deokar
Managing Director
Dab Technologies Private Limited

Quality Policy Statement

The directors and management of Dab Technologies Private Limited are committed to operate every aspect of the business to those standards that offer the highest possible quality of service to all clients. This is supported by a progressive management style that encourages the Quality culture throughout the Company.

To reinforce this commitment a Quality Management System, operates in all areas of the company. The management are committed to the continuous improvement of the Quality Management System by establishing and reviewing quality objectives for all areas of the company. This is to ensure that the company operates effectively and efficiently and meets the needs of customers.

All personnel have been made aware of the management commitment to this policy in particular and quality in general and are encouraged to demonstrate their own support to the system by continuous active participation.

Quality Policy Statement

Vardhan Group and Dab specialises in the design, construction and management of Networking and Security systems.

The Company places particular emphasis on ensuring Client satisfaction by achieving the specified quality and adhering to contract construction and budgets.

This is achieved by the maintenance and implementation of a Quality Management System that complies with both Company policies, it will also have as its objectives the continual improvement of Customer service.

To ensure these objectives are achieved all staff are required to adhere to the policies and practices developed and the necessary training, resources and guidance is provided.

The procedures set out in the quality manual are mandatory on all staff.

Signed

Navnath D. Deokar
Managing Director
Dab Technologies Private Limited

Environmental Policy Statement

Dab Technologies Private Ltd. recognises the need to operate the business in a manner that reflects good environmental management. The Company is aware of the environmental impacts of its operations and will balance its aims with the need to protect both the local and global environment.

The Company is committed to providing the necessary financial and personnel resources to fulfil the Company environmental policy.

The Director with responsibility for Safety is personally accountable for the environmental performance of the Company and the Director signs this policy in acknowledgement of this overall duty.

The Company is committed to preventing pollution, to minimising its environmental impacts and to developing a culture of continual environmental improvement by establishing clear set environmental objectives and targets within the framework of an environmental management system.

The Company will seek to comply with all relevant environmental legislation and, where practicable, will strive to achieve environmental performance, which are better than legal minimum.

The Company will develop environmental performance evaluation procedures and will periodically review its environmental performance. Furthermore the Company will incorporate environmental factors into business decisions.

The Company is committed to exploiting environmental opportunities by active resource management (materials, fuel and energy) and waste minimisation.

The Company will endeavour to use sustainable materials and products that are reusable or can be recycled. Where necessary it will ensure that all waste, particularly hazardous waste such as contaminated spoil, are tested, transported and disposed of in an environmentally acceptable manner, in accordance with statutory duty of care requirements.

During construction activities the Company will take action to minimise noise levels, traffic nuisance, emission of pollutants and disturbance to the public and local ecosystems.

The Company will minimise the risks of environmental accidents through the adoptions of appropriate risk management procedures. In conjunction with appropriate authorities it will establish emergency response procedures to deal with accidental pollution.

Environmental Policy Statement

Vardhan Group and Dab will actively seek to plan, conduct and monitor operations, using the best practical means, so as to limit adverse effects on the physical environment, whilst ensuring that all relevant laws, regulations and codes of practice are fully complied with.

The duty of care will be achieved by the implementation of the following:

Operational Policy

- 1) All Environmental Policies will be reviewed, formalised and endorsed by the Company's Board of Directors who take responsibility for its execution and require that it be a prime concern of all employees, sub-contractors and suppliers.
- 2) To employ systems and procedures that ensure compliance with relevant environmental legislation.
- 3) To purchase, where possible, goods and services which are environmentally friendly, and to utilise in an appropriate and efficient manner.
- 4) To operate and maintain all plant, machinery and vehicles in a responsible manner providing the maximum practicable environmental protection.
- 5) Endeavour to assess in advance and operate all works with due care for the local and global environment and to the quality of life of the local communities, where such works may take place.

Communication Policy

Make available to employees, customers, and the public and statutory authorities relevant information about Vardhan Group's activities that may affect health, safety and the environment.

Encourage and co-operate with suppliers and clients to examine and utilise the best practicable means for environmental improvement in the course of the Company's activities.

Environmental Policy

"Vardhan Group" means Dab Technologies Private Limited, Disha Informatics and Excel Hi-Tech Systems.

Environmental Policy Statement

Introduction and aim

Vardhan Group recognises the impact its work has on the environment and regards good environmental management as an integral part of its business. Our main service is electrical installations. We recognise that our operations result in the generation of waste. It is our aim to comply with legislation and other requirements, continue to reduce the environmental impacts of our business and operate in an environmentally responsible manner. This policy describes how we will achieve our aim.

Responsibility

This environmental policy applies to all of our operations including electrical installations, management, office services, delivery and procurement. The Managing Director is responsible for ensuring that the policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Objectives

During 2014 and 2015, we aim to:

- reduce energy and fuel consumption
- reduce the generation of general and hazardous wastes
- inform all customers and suppliers of our commitment to reducing our environmental impact

Targets

To achieve our aims, we have set ourselves the following targets:

- Achieve cost reductions by implementing an Environmental Management System and establishing benchmarks by December 2013.
- Inform all customers and suppliers about our environmental policy by January 2014 and, thereafter, all new customers and suppliers.

Environmental Policy Statement

Monitoring and auditing

Progress against these objectives will be monitored through quarterly management meetings.

Communication

This environmental policy is available on request. If you wish to obtain a copy or would like to discuss our progress against our objectives, please telephone +91 82 75473586. This policy is also available on our website at <http://www.dabtpl.com>

The Environment Management System ensures environmental issues are identified; communicated and managed at all stages of work from the initial planning to completion of maintenance. The planning process includes the preparation of emergency and incident response plans. Performance is continually measured and reviewed against corporate key performance indicators, objectives and targets. Through the

Environmental Management System, the company is committed to the following: -

- Establish and define responsibilities for environmental management.
- Audit and review our process and systems to ensure the continuing effectiveness and continuous improvement of its Environmental Management System.
- Set, monitor and report performance and objectives and take corrective actions as necessary.
- Preventing and minimise pollution, dust, noise, vibration, and other nuisance.
- Complying with relevant environmental legislation and regulations
- Continual improvements in environmental performance
- Specifically protect the environment, with reference to aspects of work activities that are environmentally significant.
- Minimise the impact, for life cycle (including disposal), of plant, equipment and other physical assets under our control.
- Ensure vehicle movement is effectively planned.
- Use sustainable construction methods and materials wherever practicable.
- Introduce initiatives, where possible and practicable, to minimise waste and landfill and maximise waste recycling.
- Avoid and minimise disruption and damage to local habitats.
- Efficiently manage materials and plant to avoid or minimise landfill and maximise waste recycling.
- Use materials and energy as efficiently as practicable.
- Consult and work with relevant stakeholders.
- Communicate appropriate environmental information to all interested parties.
- Comply with Network Rail requirements.

Waste Management Implementation Policy

- 1) Make all employees aware of our environmental policy, provide suitable training to improve this awareness and allocate clear responsibilities.
- 2) Execute and update on a regular basis systems and procedures for both operations and their monitoring to ensure adherence to the policy.
- 3) Produce an annual programme of Company specific environmental objectives and monitor compliance and progress against same.

Organisational Structure

