

## TECHNICAL COMPETENCE POLICY

Material Change Ltd aims to achieve to highest possible standard in technical competence and skills development. We view all environmental legislation as a minimum requirement and seek to surpass the requirements laid down in environmental legislation through the adoption of best practice.

Material Change is fully committed to a process of continual improvement in relation to competency and skills development. To protect the environment, including the prevention of pollution by ensuring activities are carried out by technically competent people; Material Change are implementing a formal Competence Management System (CMS).

It is Material Change's technical competence policy to:

- Minimise our impact on the environment through sustainable management practices;
- Ensure that employees are aware of their responsibilities with respect to the environment and have the appropriate knowledge and skills to fulfil them;
- Maintain and improve the competency of all employees and contractors and through training, awareness, and communication;
- Meet and where practicable exceed all applicable legislative, regulatory and compliance obligations;
- Conform to the requirements of our Environmental Permits;
- To communicate the requirements of the Environmental Permit and the CMS to all employees and contractors, and provide updates on our performance against the targets and objectives set;
- Achieve continual improvement in staff competency and skills development through the ongoing review of the competence management system to determine its effectiveness.

We firmly believe that upholding high standards of competency is pivotal to good environmental management and is the responsibility of all our employees. Material Change will therefore ensure all our employees are aware of the company CMS policy and, where appropriate, provide relevant training and support for them to uphold the principles of this policy.

This Policy will be reviewed at least annually and as often as necessary to reflect any changes within the CMS and made available to all relevant parties.

Signed



**Ed Bastow**  
**Managing Director**

16/11/2023