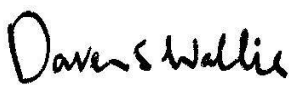


Cirrus Research plc is committed to providing both quality product and service excellence, while ensuring minimal environmental impact of our businesses operations.

To achieve this, we will:

- Promote environmental awareness amongst our employees.
- Encourage an environmentally responsible work ethic by promoting efficient use of materials and resources, in particular those that are non-renewable.
- Strive to continually improve environmental performance.
- Integrate any environmental issues or concerns that arise into our system and consider them in future decisions.
- Manage the consumption of resource and the production of waste by involving the principles of reduce, re-use and recycle wherever possible.
- Consider the criteria of all new designs and how to minimise any adverse effects on the environment, specifically with material, heating effects and power consumption.
- Ensure environmental criteria is taken into account in the procurement of goods and services.
- Avoid unnecessary use of hazardous materials and substances, and take all action necessary to protect the environment when such materials are used, stored and disposed of.
- Give environmental issues due consideration in the acquisition, design and alteration of all new and current buildings.
- Ensure all packaging material, electronic/electrical goods and hazardous substances are disposed of in compliance with all relevant legislations.
- Comply with all relevant environmental regulations and other requirements.
- Endeavour to communicate our environmental commitment to clients and customers and encourage their support.
- Set, monitor and review key environmental objectives and targets.
- Communicate our Environmental policy throughout our organisation.
- Review our Environmental Policy annually.

This policy is available to view by all Cirrus Research plc staff via the Cirrus Research plc Internal Intranet system and by the Internal Staff Notice board. It is also available to the general public via the Cirrus Research plc website – www.cirrusresearch.co.uk.

A handwritten signature in black ink that reads "Daven & Wallie". The script is cursive and somewhat stylized.

Managing Director
15th July 2015