

Mears Approach to positively impact Supply Chain Environmental measures

Mears Group Plc Environmental Policy

Mears operates an Environmental Policy accredited with ISO14001 to minimise the impact of our actions on the environment and actively encourage our suppliers to be proactive towards environmental issues. Our environmental procedures require all suppliers to be compliant with our Environmental Code of Practice. We detail below a few examples:

- We ensure that we source 100% of FSC (Forest Stewardship Council) approved timber from our preferred suppliers and require our suppliers to have Chain of Custody for the Supply of Softwood and be members of the TTF Code of Practice on environmental sourcing.
- Board products are produced from recycled timber.
- Many of the plastic products we purchase have a recycled content such as Swish PVC Roofline and Cladding products. PVC cladding installed over legally sourced timber framing carries an A+ rating under the BRE's Green Guide to Specification.
- Our composite door manufacturers use recycled materials to produce their doors.
- All Mears uniforms and work wear are purchased through Safpro whose manufacturing source can prove their ethical standards. The Mears range of clothing and PPE adheres to strict ethical standards and Fairtrade Policy.
- In 2014 we reviewed office supply products on our core list and replaced with more environmentally responsible products from our preferred supplier Commercial Ltd., which includes recycled paper, pens, notebooks, Fairtrade tea and coffee and ecological cleaning products. See attached Stationery Invoice and Core Green Stationery List.

As an organisation we have an environmental responsibility and procuring stationery products with green credentials will help us keep in line with our commitments.

- We purchase UK manufactured goods wherever possible in order to reduce the environmental impact of transporting goods and to support local manufacturing.
- We source goods which have the lowest possible environmental impact.
- Where possible we influence the procurement of our service providers to ensure they use environmentally responsible products on our premises.
- We are committed to using our purchasing power to influence the marketplace and encourage suppliers to continuously improve the environmental credentials of their stock. We have recently produced an environmental product profile.
- Our Supply Chain Partners undertake an Environmental Audit of the products selected for each contract offering alternative products with better environmental credentials where appropriate.

Our partner Travis Perkins has a range of 7000 eco alternative products which we assess and select for testing from the Mears perspective. As a result, we can not only lower resident's utility bills, but reduce emissions and lower maintenance costs over the product lifecycle.

Travis Perkins

Such is Travis Perkins commitment to responsible procurement they have established a new arm to their organisation called Sustainable Building Solutions which supports our sector to identify and utilise materials that are efficient, responsibly sourced and sustainable.

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The majority of our timber that we used is purchased through Travis Perkins, who also operate an environmental management system which is certified to the international standard ISO 14001. They also maintain a certified chain of custody for both the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC) timber standards. (See below registration)



This ensures that we are able to proceed with confidence that the timber that we procure and used on all of programmes of works are indeed responsibly procured.

It is also important to note that our primary supply chain partner Travis Perkins is also associated with a number of environmental and sustainable initiatives, including the World Wild Life Fund, Green Building Council, Halving Waste to Landfill and The Carbon Trust.



Wolseley UK

Another member of our preferred supply chain network is Wolseley UK, part of Wolseley plc, which is also recognising the importance of growing its business in a responsible way, addressing the issues of sustainability where practicable to do so.



FTSE4Good

Wolseley UK is ISO14001 accredited and are members of the FTSE4Good Index. The FTSE4Good Index is designed to measure the performance of companies that meet globally recognised corporate responsibility standards and to facilitate investment in those companies where CR issues are an influencing factor in the investor's decision making process.



Wolseley UK has chosen to adopt the banner of Corporate Responsibility (CR) to cover the wide range of activities entailed in operating a sustainable business.

These include

- Ensuring that it offers customers timber products from verified sources, through a chain of custody scheme
- Having its environmental management activity verified through ISO 14001 certification
- Leading the industry in the field of sustainable transport
- Creating the innovative Sustainable Building Centre at Leamington Spa
- Creating a robust and responsive corporate responsibility management structure
- Promoting the highest standards of fleet safety among its commercial vehicle and car drivers
- Recycling an increasing proportion of the waste it produces in the course of its operations
- Encouraging staff to become involved in voluntary and charitable activities

By having these partnership arrangements in place with these forward thinking merchants, Mears is able to access some of the most sustainable construction materials available.

BES 6001 Standard

Mears understands that the BRE standard BES 6001 is published to enable construction product manufacturers to ensure and validate their products have been made with constituent materials that have been responsibly sourced.

The standard describes a framework for the organisational governance, supply chain management and environmental and social aspects that must be addressed in order to ensure the responsible sourcing of construction products.

Independent, third party assessment and certification against the requirements of BES 6001 then gives the organisation the ability to prove that an effective system for ensuring responsible sourcing exists and added credibility to any claims made.

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BES 6001 is applicable to any company large or small that manufactures construction products from foundation products such as cement and steel to concrete pipes and blocks, windows, flooring, roof tiles, plastics, wood products. Within the constraints of the proposed investment programme, we have reviewed the key elements of the material specification to ensure compliance with the BES 6001 standards.

Marley Eternit

We are able to confirm that Marley Eternit, our preferred roof tile supplier, operates a Responsible Sourcing Policy that is inclusive of BES 6001 Accreditation. We have included a screenshot of their policy below and can make the full version of this available upon request.

Responsible Sourcing Policy

As the UK's leading manufacturer and supplier of roofing and cladding products, Marley Eternit are committed to sourcing raw materials and managing the supply chain in a responsible and sustainable manner.

Our approach towards responsible sourcing encompasses the complete life cycle of our products, from raw material extraction and manufacturing, to the supply of our products to customers and, ultimately, their disposal at end of life.

We undertake to operate ethically, to comply with applicable legislation, and to take responsibility for our actions with regard to quality, health and safety, workforce welfare and employment practices, environmental impact, water and waste management, the social and environmental impacts of transportation, and the reduction of greenhouse gases associated with the production of materials and products.

We are actively engaged in the development of products that improve the sustainability of the built environment and the use of resources.

We also develop and train our employees to ensure traceability and continuous improvement and support sustainable communities by providing employment and economic activity through fair operating practices.

Marley Eternit acknowledges the needs of stakeholders affected by its activities and those of its supply chain, and is fully committed to meeting customer requirements with regards to product and service quality, whilst recognising the impact that the company's activities can have upon local communities and the environment.

We manage for long term financial performance, providing stability and enabling long term investment in social and environmental aspects which underpin the economy.

The Company has set policies relating to Resource Use; Waste Management; Water Extraction; Carbon Reduction; Transport; Employee Training & Competency; and Local Communities which are detailed in:

Appendix 1

Marley Eternit has set out the following policies in support of its commitment to the environmental and social requirements of BES 6001 'Responsible Sourcing of Construction Products'

Resource Use Policy

Marley Eternit is committed to continuous improvement of its environmental performance, with a view to reducing environmental impacts to levels not exceeding those corresponding to economically viable application of best available technology.

Whenever reasonably practicable, the Company will make use of renewable materials over non-renewable materials, use fewer materials, re-use materials, use recycled materials and use recyclable materials.

AkzoNobel Decorative Paints UK Sustainability Policy

Leading our industry into a brighter, more sustainable future

AkzoNobel Decorative Paints UK wants to play a positive role in creating a brighter, more sustainable future for our planet and our communities. We are fully aware that this hinges on our ability to do radically more while using less. By creating more value from fewer resources, we are also securing our own business success - and that of our customers.

We are committed to pioneering new possibilities to do more with less on behalf of the decorating industry, reducing not only our own product footprint but also enabling our customers to reduce theirs. We want to offer high-quality solutions that create a positive impact for both our customers and the planet. We particularly hate waste and are keen to eliminate it where possible and reclaim any left over material for positive use, seeking like-minded partners to work with us to lead this change together.

AkzoNobel is an active member of the World Business Council for Sustainable Development and Forum for the Future, both of whom inform our sustainability strategy and keep us at the forefront of sustainable development. We are proud that AkzoNobel has been recognised as the Materials Industry Group leader on the Dow Jones Sustainability Index consecutively for the last 3 years.

As part of Planet Possible, AkzoNobel's sustainability strategy, myself and the rest of the management team of the Decorative Paints UK & Ireland business have set ourselves the following goals and will keep them under regular review.

10 Goals:

- Radically reduce the VOCs in our products
- Further improve the sustainability of our total portfolio
- Innovate products with positive sustainability benefits
- Inspire and equip our customers to make sustainable choices and further reduce their decorating footprint
- Pioneer post-use waste solutions for left over paint and containers
- Lead our business and our industry into a brighter, more sustainable future
- Positively colour communities and actively support the next generation
- Manage ourselves and our suppliers responsibly
- Drive radical resource efficiency throughout our business
- Keep health & safety at the centre of everything we do

bre

Certificate of Approval
Certificate Number: RS0031 Issue: 01

AkzoNobel Decorative Paints UK

taking compliance with the requirements of
BES 6001: Issue 3.0
Framework Standard for Responsible Sourcing

Has achieved a performance rating of 'Very Good' (★★★★★) and is authorized to use the BRE Global Certification Mark in association with the Products listed in this certificate and appendix.

Company Address: ICI Paints AkzoNobel, Needham Road, Stowmarket, Suffolk, IP14 2QP
Production Site(s): See appendix for details

Agreed by BRE Global Ltd: Laura Critton, 27 February 2016 (Date of first issue)
Signed by AkzoNobel: Laura Critton, 27 February 2016 (Date of first issue)
Valid until: 21 February 2019 (Expiry date)

BES 6001 Responsible Sourcing

© BRE Global Ltd, 2015

PVC-U Products

We have noted there is a requirement to use a variety of PVC-U products including Fascia, Soffits through to Rain Water Goods and Soil Vent Pipes. In these instances our preferred material suppliers are Free Foam or Swish Building Products.

Swish Building Products

Swish Building Products is committed to a policy of corporate responsibility that seeks to continually improve the company's positive environmental, social and economic contribution to the construction industry. We are able to confirm that Swish Building Products has an Environmental Policy in place and an Environmental Management System that is accredited to ISO14001 and BES 6001 standards. See below for evidence of their registration

The image displays two documents side-by-side. On the left is the 'ENVIRONMENT POLICY' document from Swish Building Products. It includes a revision table at the top left, the company logo, and a detailed policy statement. The policy states that Swish Building Products was one of the first companies in the world to pioneer the technology used in the commercial manufacture of cellular PVCu products. It outlines the company's commitment to environmental care and lists 15 key objectives, such as maintaining an ISO14001:2004 system, adhering to transport impacts policy, and promoting the use of renewable materials. On the right is a 'Certificate of Registration' from BSI (British Standards Institution) for 'RESPONSIBLE SOURCING OF CONSTRUCTION PRODUCTS'. The certificate is issued to Swish Building Products, located at Pioneer House, Mariner, Lichfield Road Industrial Estate, Tamworth, B79 7TF, United Kingdom. It certifies that the company holds certificate number BES 573495 and complies with the requirements of BES 6001: Issue 3.0 - Framework Standard for the Responsible Sourcing of Construction Products. The overall assessment score is 'Very Good'. The certificate is signed by Frank Lee, EMEA Compliance & Risk Director, and includes registration dates (20/07/2011) and revision dates (24/04/2015). It also features the BSI logo and the BES 6001 logo.

FreeFoam

Freefoam is committed to the prevention of pollution and to continual improvement in environmental management and performance. Freefoam products contain recycled material, some produced with an impressive 85% recycled content such as the co-extruded rainwater system. This recycled material is post production waste captured during and after the production process.

Freefoam have been awarded OHSAS 18001:2007 for Health & Safety standards, ISO 9001:2008 for Quality Management and ISO 14001:2004 for environmental management at its site in Northampton. A recognition of its commitment to operate more efficiently, to make continual improvements and to constantly challenge processes to enhance performance.

Office Products

Mears Group has awarded the contract for Stationery, Print and Office Furniture to Commercial Group. They are the first Carbon Neutral Company in their sector. Commercial Group's offering includes over 15,000 sustainable products that match a 40 point "Green" criteria. Products are delivered via a hydrogen-powered fleet.

Managing Biodiversity Impacts

Mears Group has long standing partnership with Reconomy in respect of its' waste management and recycling operations. This national partnership has resulted in its recycling rates increasing from an average of 50% in 2007 to 95% in some partnerships in 2016. Commitments such as this resulted in Mears Group being awarded 'Social Responsibility Organisation of the Year in the 2016 National Energy Efficiency Awards. Mears Group is committed to diverting the waste we send to landfill to 98% by 2020.

Reconomy is a national outsourced waste management company that utilise local specialist waste & recycling companies.

In Scotland Mears Group utilises the Zero Waste Scotland (ZWS) Designing Out Construction Waste Guide 2017.

Managing Pollution Impacts

Mears Group Supply Chain Managers and Safety, Health, Environment and Quality (SHEQ) Managers have to complete the Waste Smart Foundation Course run by the Chartered Institute of Waste Management.

In 2016 Mears Group installed over 3640 boilers all with a minimum ErP rating A in line with the EU ErP (Energy Related Product rating) Directive to achieve a 20% reduction in EU greenhouse gas emissions (from 1990 levels) and a 20% improvement in overall energy efficiency within the EU.

Bids for new contracts will wherever possible meet the following criteria

- Carbon Literacy Training to key subcontractors, supply chain partners and social enterprise partners
- Deliver a comprehensive Environmental Awareness Training Programme for all staff which will include training on induction and on an ongoing basis covering a wide range of environmental topics such as sustainable materials and working practices and techniques.
- As a minimum all operatives will receive 12 hours of environmental training per year.

Fleet Management:

Fleet is the biggest contributor to its carbon footprint, and fleet management strategy is continually reviewed to ensure it adopts operational best practice and the latest innovations in vehicle technology alongside practical measures to minimise journeys and the need to travel.

- Utilise high efficiency vans (euro 6 compliant) that are suitably sized for work categories required and regularly replaced for updated models
- Implement an 'area based' delivery model (where appropriate) designed to localise the services and reduce miles and travelling time

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- Employ a local workforce to ensure it reduces emissions through shorter journeys to and from home
- Develop multi-skilled operatives who can maximise right first time repairs: reducing the number of visits / journeys to a property
- Maximise Imprest stock systems, reducing the number of journeys and having to continually go via suppliers
- Embed a local procurement policy to obtain defined 'non-van stock' materials through nearby merchants
- Invest in technology i.e. MearsAppoint and GPS tracking to optimises travel routes
- Maximise mobile working through digital job transmission via operative smartphones, to minimise the need for operatives to continually 'return to base'
- Increase preventative maintenance methodology, thereby reducing future visits and subsequent miles travelled
- Promote economic driving and monitor mpg usage across the fleet to identify and address trends per driver
- Introduce the use of electric vehicles where economically viable Click the link for an example <https://en.tripl.com/>

Results of the Fleet Management improvements in 2016

- The introduction of speed limiters has resulted in a saving 5% on fuel
- All vehicles now have reversing sensors which has reduced incidents by 75%
- We have improved our accident repair process with our fleet management partner Zenith, resulting in reduced downtime and cost recovery
- We have introduced Telematics to monitor driver behaviour
- 136 Ford Connect vans have been replaced with Fiesta vans to project a saving of 282 tonnes of CO2 and 160721 litres of fuel over their four year lifespan
- Mears Group encourages the use of trains, and by implementing Telemetry to help teams to schedule journeys more efficiently, we have reduced our fleet size by 7% this projects 2017/18 savings of:
 - 444,638 litres of fuel
 - £401,019 in fuel spend (based on the average cost of fuel purchased by Mears)
 - 533 tonnes of CO3e
 - 529 tonnes of CO2

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waste statistics

2013-2016

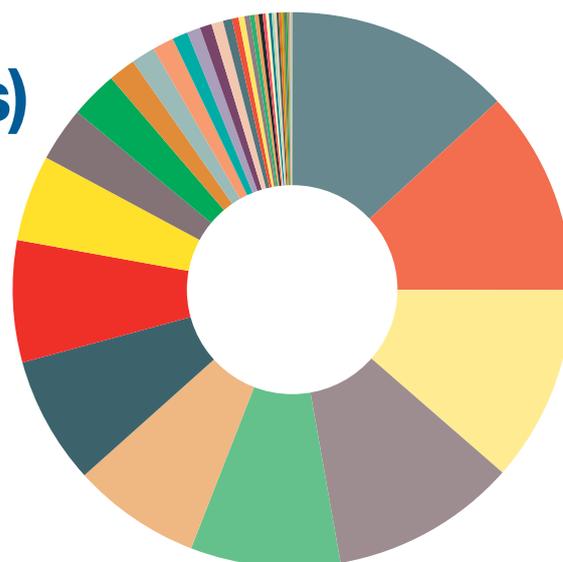
Top 10 waste streams by volume (tonnes)

The following information details the cumulative weight (in tonnes) of each waste stream for all Mears Group sites between 2013 and 2016.



Additional low volume waste streams (tonnes)

Paper / cardboard	635
Plastic (misc)	575
Tyres	552
Confidential waste	521
WEEE	418
Mattresses	360
Asbestos	359
Fridges	343
Concrete	243
Hazardous	152
Paints and varnish	133
Mixture of concrete, brick, tiles, ceramics	76
Cess pit waste	67
Food waste	60
Mixture of concrete, brick, tiles (hazardous)	43
Paint / varnish tins	37
Offensive waste (misc)	33
Batteries	33
Fire extinguishers	25
Gas bottles	18
Mastic / mastic tubes	16
Smoke detectors (individual)	15
Oil	13
Fluorescent tubes	11
Rubber	11
Soil	9
Fibreglass / insulation	8
Ink cartridges / toners	8
Medical waste (sharps)	7



Animal waste	7
Polystyrene	7
Clay	7
Insulation powder	6
Sanitary waste	5
Bulky waste	5
Oil-contaminated water	4
Textiles / clothes	3
Inert (contaminated)	2
Waste water (hazardous)	2
Paint / varnish tins (individual)	1
Aerosols	1
Adhesives / sealants	1

Hazardous waste totals (tonnes)

Hazardous waste generation - **1,931**

Non-recycled waste generation - **359**

Waste recycled - **1572**

Diversion from landfill total

2014 - **93.89%**

2015 - **94.95%**

2016 - **95.62%**

Mears Commitment to Supply Chain partners in supporting compliance and risk management:

Scope: Existing supply chain

Potential new suppliers (due diligence)

Mears Group Supplier Commitments statement

Responsible procurement is elemental to our business, in particular our Environmental Policy and our Procurement Policy. It is key to every materials procurement agreement we have in place with all our suppliers, in line with our accredited management systems as detailed further in this response.

To demonstrate how important this is to Mears, environmental (Happy Planet) is the first of the four “Supplier Commitments” that make up our Social Value Priorities. We detail these to the left in this extract from our Supplier Commitments Policy.

All suppliers must provide us with an Environmental Product Declaration as part of our approval process and service level agreement.

Working with our supply chain partners, our procurement department are also responsible for reviewing the BRE's Green Guide to Specification to ensure that as an organisation Mears' are fully conversant with the most sustainable materials and products that are available to us.

Happy Planet

The Mears Group is committed to making positive choices in our supply chain that will reduce our impact on the global environment. We understand the nature and scale of our impact and the importance of working with our supply chain partners to reduce it.

As a supplier, you commit to:

- Comply with all applicable environmental legislation in all areas of your operations and supply chain
- Manage the extraction of any natural materials with care and consideration for local communities and the environment
- Minimise the use of water and energy throughout your operation
- Reduce costs by manufacturing your products using the lowest achievable amount of natural resources and by selecting packaging that has a minimal impact on the environment
- Reduce waste by working towards making your products and packaging as recyclable as possible
- Reduce your carbon footprint
- Provide an Environmental Product Declaration (EPD) for any resource-intensive commodity materials and products you supply to us, such as cement, insulation, gypsum or timber

Suppliers are selected on their proven ability to deliver in challenging and restricted environments, quality and health and safety, value for money, and a collaborative approach, reflected in supporting clients in meeting their sustainability targets. A particular drive towards zero waste to landfill by 2020, Mears Group has a stringent Pre-Qualification Questionnaire process that works alongside ConstructionLine to identify a supplier's trade and potential risk.

All new suppliers of labour must sign up to Mears Waste Management System so that we have full compliance and records of our supplier's waste transfer notes. All suppliers will be visited by our waste management partner – Reconomy.

Supporting Equality, Diversity and Inclusion with Mears Supply Chain:

Fair for All

Mears Group is committed to reducing prejudice and improving understanding of differences of minority groups. We actively promote positive working conditions and practices throughout our supply chain.

As a supplier, you commit to:

- Actively promote and work to a Diversity & Inclusion policy
- Protect your workers from dangerous or harmful operations
- Make sure all workers involved in product manufacturing and supply are treated fairly and with respect for their human rights
- Meet or work towards meeting the principles of the Ethical Trade Initiative (ETI) Base Code
- Find positive steps to ensure that Modern Slavery has no place in your businesses or supply chain
- Conduct your operations in line with all applicable competition laws
- Prevent the use of, and not condone any corrupt activity, bribery or inducement with the aim of securing an improper or unfair business advantage
- Increase the number of female managers/senior managers in the business
- Improve the customer experience by increasing front line knowledge of minority groups

Approach to Risk Assessment:

Existing suppliers to identify those that are high risk

Mears take an active approach to managing actual and potential risk within supply chain partners. This is embedded through the PQQ and ongoing audit process. No supplier can be available for use until the correct accreditation, insurance, and risk assessments have been provided through our robust Pre-Qualification

Questionnaire. Suppliers must be a member of Constructionline and consequently PAS 91 compliant.

PAS 91 is a standardised pre-qualification questionnaire which has been developed to reduce the need for suppliers to complete a variety of different pre-qualification questionnaires for different, and in some cases, the same clients.

Developed by the British Standards Institute (BSI), the question set has been commissioned by Government and is a recommended common minimum standard for construction procurement.

Updates to PAS 91 have been introduced in 2013 through consultation with professional bodies and trade associations such as the National Federation of Builders (NFB), Electrical Contractors' Association (ECA), Specialist Engineering Contractors' Group (SEC) and Safety Schemes in Procurement (SSIP).

With all public sector buyers needing to pre-qualify construction suppliers; inefficient buying practices can amount to huge amounts of wasted time and money for buyers and suppliers alike.

By delivering a standardised PQQ format, PAS 91 aims to:

- Help suppliers understand what information is required from them at pre-qualification stage
- Increase consistency between various pre-qualification questionnaires and databases
- Help buyers identify suitably qualified contractors

Following completion of the PQQ all high risk suppliers are assessed by the Health and Safety, Gas and Electrical compliance teams before being approved. This list is not exhaustive but would include the following trades:

- Asbestos removal
- Working at height or excavations
- Electrical works
- Scaffolding
- Gas works

Currently there is a programme in place by Mears Group's Commercial Team in partnership with Reconomy to enrol existing suppliers in to the Mears Waste Management System. Trading will cease with any suppliers that do not comply and this process is now a standard part of the PQQ.

Physical inspection audits, or reporting on number or proportion or suppliers monitored or audited

Suppliers of labour are subject to monthly review by the relevant Mears Group Operations branch.

During the review Suppliers are assessed and scored on the following criteria:

- Health, Safety and Environment
- Technical standards and support
- Goods and Services supplied
- Quality
- Programme delivery
- Response to queries
- Resident's satisfaction
- Complaints
- Costs Certainty

Non-compliance may result in the supplier being suspended. Mears Group and Reconomy have developed a new smartphone app which has various platforms including a proof of delivery / digital paperwork system, as well as a direct tipping platform.

The direct tipping platform allows the SP's operatives to:-

- Record information about where waste has been collected from
- Identify where the nearest and most cost effective waste station is to take the waste to
- Pre-warn the waste station site of an expected delivery time
- Produce a purchase order number and also create a waste transfer note
- Record the weight and get digital sign-off – which is transferred directly to the online portal within 10 minutes.

All suppliers will use the app which will enable real time reporting and management. Waste Transfer Stations must provide for a separate disposal service for waste electrical and electronic equipment.

Results and specific actions taken on any non-compliance by suppliers

Mears Group have zero tolerance with contractors that have been involved in fly tipping, contracts are terminated immediately. For minor infringements suppliers are put on notice and for a second offence in a twelve month period the contract with the supplier will be terminated.

ESC08_2 Training of relevant supplier staff

During the monthly meetings with suppliers (referred to in ESC11_1) suppliers are continuously updated on Mears policies and procedures. Supplier staff are invited in to "Tool Box" talks along with Mears own employees.

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Reporting

Overall Mears Group waste statistics in the supporting document Waste Statistics

Reporting managed through investment in the latest technologies, a contract specific waste report and an online portal, to provide a snapshot of waste statistics for the contract in “real time”. The Client is given access to this portal to interrogate the waste performance for the contract.

Smart tipping is advised as best practice where by waste is segregated and tipped locally in the respective segregated waste streams (outlined below).

Full Name of Association / Scheme	Registration / Membership Number	Issue Date	Valid Until Date
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The list is not exhaustive, waste segregation streams for the Client will include:-

- General waste
- Inert waste
- Glass waste
- Plastic waste
- Wood
- Plasterboard waste
- Aerosols
- Mastic tubes
- Paint/Paint tins
- WEEE (Electrical waste)

Managing Waste Impact reduction

Mears Group's partnership with Reconomy means that is able to offer a series of guarantees in relation to waste management. Primarily, Reconomy guarantees environmental compliance and an ultimate target to divert 100% of generated waste from landfill.

Approach to participation in workshops or industry or topic specific initiatives or collaboration efforts

Mears Group Supply Chain Managers and SHEQ Managers have mandatory approach to complete the Waste Smart Foundation Course run by the Chartered Institute of Waste Management. Mears Group Plc report full compliance to this standard.

Statement of Membership: industry or topic specific initiative

Mears Group are members of the following Technical / Trade Associations.

NICEIC (Part P Electrical Self Certification)	024781	02 Aug 1996	N/A
Gas Safe Register	77745	N/A	31 March 2018
HETAS	2460	15 June 2016	15 June 2018
OFTEC	C8731	17 November 2015	19 November 2017
Insulated Render and Cladding Association (INCA)	122	01 January 2017	expired July 2017 awaiting new certificate
RECC Certificate 2015 (Formerly REAL)	00033769	January 2017	December 2017
NICEIC Green Deal Installer PAS 2030:2017 Edition 1	NIC100064	11 January 2013	N/A
NICEIC MCS Approved Installer	NIC1061	05 February 2010	N/A
FGAS (Stationary Equipment Qualification)	FGAS2001917	18 May 2017	18 May 2020
Institute of Groundsmanship	XCO1141099	17 July 2017	16 July 2018
British Institute of Cleaning	16000103	31 August 2013	30 September 2017
British Institute of Facilities Management (BIFM) Mears Group Corporate Membership	0018514	01 December 2008	N/A
Institute of Water	13147	25 March 2016	N/A