

## ENVIRONMENTAL & SUSTAINABILITY POLICY

We are committed to minimising the impact of our professional activities on the environment and promoting a broader sustainability agenda within the company. The Directors recognise that we have direct and indirect impacts on the environment through: our daily operations, the people carrying out these operations, the waste we produce and the buildings we use. These impacts affect air, water, land and ecosystems.

To minimise these impacts, the company is committed to;

- complying with environmental legislation and 'best practice' techniques to prevent pollution, minimising our impact on the environment,
- using energy and materials in an efficient and aware manner to minimise the amounts used,
- minimise material sent to landfill through sampling strategies and improved separation, segregation and recycling of the waste we produce,
- setting measurable targets against which performance can be measured to aid continuous improvement,
- use feedback procedures to enable employees to report incidents or ideas that can assist or improve our environmental performance,
- incorporate environmental procedures into our training programmes,
- ensure sub-contractors are made aware of the policy and follow company procedures wherever practicable,
- communicate and raise awareness of this policy to staff, customers and suppliers,
- maintain and update records, to monitor progress,

The company is committed to promoting good sustainability practice and to helping our clients and partners do the same. We have achieved registration of our management systems with BSI to the latest ISO 9001, 14001 and 45001 standards.

Our current environmental aims are to;

- monitor energy use and minimise overall energy consumption,
- minimise the environmental impact of our activities through improved practices,
- minimise the use of paper and other office consumables by increased use of electronic documentation,
- minimise waste to landfill by effective recycling.

This policy will be reviewed at least annually and subject to rigorous internal and external audit.

Signed



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