

1 Policy Statement

It is important to us that we carry out our business activities in a responsible manner. This includes minimising our impact on the environment, preventing pollution and continually improving our performance to meet our target of being a Net Zero organisation by 2030.

2 Aims

- Being a socially responsible business, ensuring environmental protection and management is at the forefront of all our activities.
- Complying with environmental legislation, statutory duties, and other relevant requirements and preventing environmental pollution.
- Maintaining an Environmental Management System designed to meet the requirements of ISO 14001: 2015, enabling us to minimise and manage the environmental risks and impacts of our business.
- Continually improving our environmental performance, while growing our business.
- Ensuring our employees and interested parties understand their responsibilities in complying with relevant environmental legislation and regulations and they carry out their duties in an environmentally responsible manner.
- Identifying how the risk of future climate change could impact our business, interested parties and to act to minimise those risks.

3 Scope

This policy applies to all Commercial Services staff, buildings, temporary staff, contractors and interested parties.

4 Arrangements

We will:

- Set environmental targets and publish information about our performance.
- Identify and implement opportunities for continually improving our performance.
- Minimise waste to landfill by preventing waste arising and, where possible, re-use and recycle materials.
- Ensure that our properties, machinery and vehicles are effectively maintained.
- Ensure environmental performance criteria are set when we procure products and services.
- Encourage our staff to adopt good practice behaviours, including when commuting to work.
- Ensure there is effective communication and implementation of this policy to our staff, visitors, contractors and interested parties.
- The policy and its implementation will be reviewed annually by the Commercial Services Executive.



Date: **April 2023**

Signed: **Matt Johnson, Group CEO**