



Environmental Policy

*We are committed to minimising the environmental impacts of our business operations.
To this end we will operate a management system compliant with ISO 14001:2015.*

Our commitment

- Continuously improve our environmental performance.
- Reduce our consumption of resources and improve the efficient use of those resources.
- Measure and take action to reduce the carbon footprint of our business activities.
- Manage waste generated by our operations under the principles of reduction, re-use and recycling.
- Manage our business operations to protect the environment including the prevention of pollution.
- Give due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of buildings.
- Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services.
- Comply as a minimum with all relevant environmental legislation as well as other environmental requirements to which the firm subscribes.

To meet our commitments we will:

- Set and monitor key objectives and targets for managing our environmental performance at least annually.
- Communicate our environmental policy and performance on a regular basis and encourage feedback.
- Communicate the importance of environmental issues to our people.
- Work together with our people/employees, suppliers, and landlord to promote improved environmental performance.
- Review our environmental policy regularly.

Stuart Elmes, CEO
Date: January 2022



Version	Comments	Approved by	Date approved
01	first issue of document	SAE	01/12
02	2013 goals	SAE	01/13
03	2014 Goals	SAE	01/14
04	2015 Goals	SAE	04/15
05	Reference to ISO14001	SAE	06/15
06	Updated 2016 Goals	SAE	01/16
07	Updated 2017 Goals	SAE	01/17
08	Updated with 2018 Goals	SAE	01/18
09	ISO14001:2015, specific commitment to protect the environment	SAE	09/18
10	Specific objectives removed	SAE	01/19
11	Reviewed and date updated	SAE	01/21