



Updated November 2025

POLICY STATEMENT

1. Our aim is that all of our operations will pay full regard to the need to minimise our environmental impact.
2. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or codes of practice issued by any Government departments and other appropriate statutory bodies. Specifically, this policy will seek to enshrine the provisions of the Environmental Protection Act, 1990 and any subsequent amendments or new Acts of Parliament which supersede this Act.

OUR COMMITMENT

- To minimise the waste we generate by evaluating our operations and ensuring they are as efficient as possible
- To ensure that our approach to travel pays due regard to the impact on the environment. As part of this, we encourage home working & the use of public transport and discourage unnecessary journeys
- To actively promote recycling and waste minimisation in all of our practices
- To meet or exceed the environmental legislation which relates to all company operations
- To review all our employment practices and procedures to ensure environmental sustainability
- To consider breaches of this policy as misconduct, which could lead to disciplinary proceedings
- To monitor the policy and to carry out a review at least annually

RESPONSIBILITIES OF MANAGEMENT

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Director, who will ensure that all appropriate parties operate within this policy and arrangements and that all reasonable and practical steps are taken to avoid discrimination. The Director will ensure that:

- All staff and subcontractors are aware of the policy and the arrangements, as well as the reasons for the policy
- Proper records are maintained
- Training, mentoring or support is provided where a need has been identified

RESPONSIBILITIES OF STAFF & SUBCONTRACTORS

Responsibility for ensuring environmental sustainability extends to all staff & subcontractors and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff & subcontractors should:

- Comply with the policy and arrangements;
- Be efficient with regard to environmental resources in their day to day activities and encourage others to do so
- Inform the Director if they become aware of any questionable environmental practice

RELATED POLICIES AND ARRANGEMENTS

All employment policies and arrangements have a bearing on environmental sustainability. The Company policies will be reviewed and updated regularly.

ENVIRONMENTAL TRAINING

We will identify and make available training for all staff and subcontractors on environmental issues and such training will be repeated as necessary.

MONITORING

- If required, a monitoring system will measure the effectiveness of this policy and arrangements. This will involve the routine collection and analysis of environmental information
- Where appropriate environmental impact assessments will be carried out on the results of monitoring to ascertain the effect of the Company policies and our services & products may have on those who experience them
- The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose
- If monitoring shows that the Company, or areas within it, are not representative, or that sections of our workforce are not progressing properly within the Company, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, Company policies and practices

REVIEW

The effectiveness of this policy and associated arrangements will be reviewed annually under the direct supervision of the Director.