

## Environmental Policy

Owner	James Manifold MD	Approval Date	October 2020
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Version	1	Approved by:	

Compliance with the Company's policies is a requirement of your contract of employment.

This Policy does not form part of an employee's contract of employment. It may be amended at any time to accommodate changes in legislation or client requirements or to improve its effectiveness.

If you fail for any reason to follow the requirements of this Policy, it may result in disciplinary action being taken against an employee(s) which could result in dismissal.

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## 1. What does this Policy cover?

This policy sets out Impart links (the Company's) Environmental Policy.

## 2. Policy statement

The Company is committed to conducting business in an ethical and honest manner.

We are committed to acting professionally, transparently, and consistently and with proportionality and integrity in all business dealings and relationships.

We are bound by the UK Government's employment legislation relating to the Environment including:

- Control of Pollution Act 1974
- Environmental Protection Act 1990
- Wildlife and Countryside Acts
- Clean Neighbourhoods and Environment Act 2005
- The Waste (England and Wales) Regulations 2011
- The Hazardous Waste (England and Wales) (Amendment) Regulations 2009
- The Environmental Noise (England) (Amendment) Regulations 2010
- The Site Waste Management Plans Regulations 2008
- Planning (Listed Buildings and Conservation Areas) Act 1990
- Ancient Monuments and Archaeological Areas Act 1979
- Climate Change Act 2008
- Planning and Energy Act 2008
- Energy Act 2020

## 3. Policy application

This Policy applies to all Employees of the Company.

## 4. Employee responsibilities

Employees must ensure that they read, understand, and comply with requirements of this Policy and any training or guidance given.

If any employee breaches this policy, they will face disciplinary action and could face dismissal for gross misconduct or termination of their contractual relationship with the Company.

## 5. Definitions

**Employee:** *includes permanent full-time and part-time people employed by the Company regardless of whether they are located in the UK or not.*

**Zero Carbon Footprint:** *A zero carbon footprint is one where the sum of the greenhouse gas emissions (CO<sub>2</sub>e) produced is zero*

**Carbon Neutral footprint:** *A carbon neutral footprint is one where the sum of the greenhouse gas emissions (CO<sub>2</sub>e) produced is offset by natural carbon sinks and/or carbon credits*

**Greenhouse gases:** *gases in Earth's atmosphere that trap heat. They let sunlight pass through the atmosphere, but they prevent the heat that the sunlight brings from leaving the atmosphere. The main greenhouse gases are: Water vapor. Carbon dioxide*

**Carbon Sink:** *A forest, ocean, or other natural environment with the ability to absorb carbon dioxide from the atmosphere, that absorbs more carbon than it releases, and thereby lowers the concentration of CO<sub>2</sub> from the atmosphere*

**Carbon Credits:** *A tradable certificate that permits the holder to emit carbon dioxide or other greenhouse gases (e.g. methane, nitrous oxide or hydrofluorocarbons) over a period of time*

## 6. Policy

The Company is committed to minimising its impact on the environment in all business activities associated with the services and work we provide our customers.

The Company has documented and implemented a fully integrated Business Management System, compliant with the requirements of both ISO 9001:2015 and ISO 14001:2015.

We implement documented procedures for all functions aimed to meet requirements of ISO 14001:2015 and which provide a framework for establishing and reviewing the Company Environmental Objectives and Targets.

We are committed to continuously improve our Environmental Efficiency and are committed to ensure complete compliance to applicable Legal requirements as well as other requirements pertinent to our specific Environmental Aspects.

In addition to this, we will:

<b>Comply</b>	With the relevant legal and other requirements that apply to our operations
<b>Neutral</b>	Reduce our Carbon footprint and offset to Zero by 2025
<b>Raise</b>	Environmental awareness with our staff, suppliers, subcontractors, clients, end users and those other organisation with who we have contact
<b>Involve</b>	Our key clients and supply chain partners in implementing this policy
<b>Prevent</b>	Pollution to land, sea or air
<b>Minimise</b>	Any adverse impacts on the environment and local community Resource and energy use Waste Travel
<b>Increase</b>	Recycling/ re-use
<b>Implement</b>	A Waste Management hierarchy
<b>Maximise</b>	Environmentally responsible purchasing
<b>Consider</b>	Sustainable criteria and encourage the use of sustainable resources, designs and practices over the whole life cycle of the services we provide
<b>Provide</b>	Technically competent services and professional solutions that help to conserve and protect the environment A Site Waste Management Plan for every site

<b>Undertake</b>	Environmental risk assessments in order to identify significant environmental aspects and impacts
<b>Review</b>	Operations regularly
<b>Set</b>	Objectives and targets in order to achieve continual environmental improvements in our performance, however large or small ( <b>Appendix 1</b> )
<b>Measure</b>	Existing environmental performance against pre-determined targets Our carbon footprint
<b>Learn</b>	How to improve environmental performance on an ongoing basis

**7. Training and communication**

The Company will provide training on this Policy as part of their new employee induction process.

Employees will receive regular, relevant training and awareness on how to adhere to this Policy.

**8. Monitoring and reviewing**

The Company will monitor and review the effectiveness of this Policy and will review its adequacy and suitability at least annually.

Employees are encouraged to offer their feedback on this Policy and its effectiveness to their Line Manager.

**Appendix 1: Environmental Policy Objectives and Targets**

<b>Component</b>	<b>Description</b>	<b>Target</b>	<b>Current Perf. this Policy Review</b>
<b>Carbon Neutral</b>	Measuring and managing our carbon footprint to be reduced and/ or offset to Zero	Neutral by 2025	
<b>Waste</b>	Real reductions in waste streams year-on-year, or that waste is being dealt with more effectively, for example through increased recovery, recycling or reuse	Zero	
<b>Waste to Landfill</b>	Measuring and managing a best practice approach to waste management that actively diverts all appropriate waste streams from landfill	Zero	
<b>Supply Chain</b>	Measuring, managing and reducing our greenhouse gas (CO2e) emissions in our supply chains	Neutral by 2025	