

## Environmental Policy

Adsec Group recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods.

### Responsibility

We recognise compliance with ISO14001 as a minimum level of performance. We strive to educate and train our staff in environmental issues and the environmental effects of their activities. All employees have a responsibility in their area to ensure that the aims of this policy are met. Our environment policy is included in our initial training of staff and our Operations Manuals on site, and on our website. We instil into our management and operational staff the importance of caring for our environment, and hope that together we can all make an impact.

Annual monitoring and review of this policy will ensure we remain focused on improving our environmental practices.

### Policy aims

#### We endeavour to:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness.

### Transportation

Where possible our company vehicles are hybrids to reduce our impact on the environment through greater fuel economy and CO<sub>2</sub> emissions. We actively encourage the use of public transport throughout our organisation, by providing Oyster cards for supervisory and area management staff.

### Paper

Our paper supply is from well managed forests and other sustainable sources and all paper used is recycled, even shredded paper is sent to a local 3<sup>rd</sup> party company for re-use. All packaging, i.e. cardboard and plastic, metal and glass is recycled through local agents.

We use email to communicate with our staff, including sending payslips, and where possible as an alternative to snail post and plan to use the following new initiatives: Notebooks to be used to reduce reliance on paper for site audits, holiday requests, uniform requests, appraisals, change of address and bank details, ad hoc paperwork, Customer and Consumer, and Staff Questionnaires are all available for completion on our website. Communication with our clients, consumers and staff is via email where possible.



