

We strive to deliver sustainable solutions guided by our values. We engage with our teams, customers and supply chain for the benefit of those stakeholders in the wider community and environment in which we work and live.

It is important to us to emphasise the social, economic and environmental impact of our business in everything we do, and this policy reflects our commitment to ensuring that sustainability is considered through all our business decisions. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Our sustainability objectives are to:

- Promote diversity and equality within the workforce via recruitment, retention and development opportunities to drive the sustainable success and growth of the business.
- Engage with civic projects and the local communities in which we work.
- Encourage operations to be conducted with increased resource efficiency, sustainable consumption, and production, by both suppliers and clients alike.
- Promote the protection of the environment and minimise the impact of activities upon local, regional and global environments in line with our Environmental Policy and ISO14001 accreditation.
- Encourage ideas and innovation, internally and with our supply chain and clients, that can create financial savings and benefit our customers, society and environment
- Provide safe, healthy working conditions for staff and others.
- Integrate our sustainability considerations into all our business operations.
- Commit to review, report, and continually strive to improve our sustainability performance.

Application of the policy

To put these principles into practice, we will endeavour to:

- Maintain links with local community groups and causes allied to the company
- Minimise waste, including water usage, and encourage recycling of materials
- Measure, monitor and reduce our company carbon footprint
- Consider the environmental impact of materials and equipment when making purchasing decisions
- Encourage energy savings at head office and on-site through good housekeeping
- Seek new initiatives to deliver environmental benefits
- Communicate our policies and goals through staff training

This policy covers environmental, economic and ethical matters and is supported both by our Environmental and Equal Opportunities Policies.



Mrs Sanu Gurung (Director)

1st May 2023