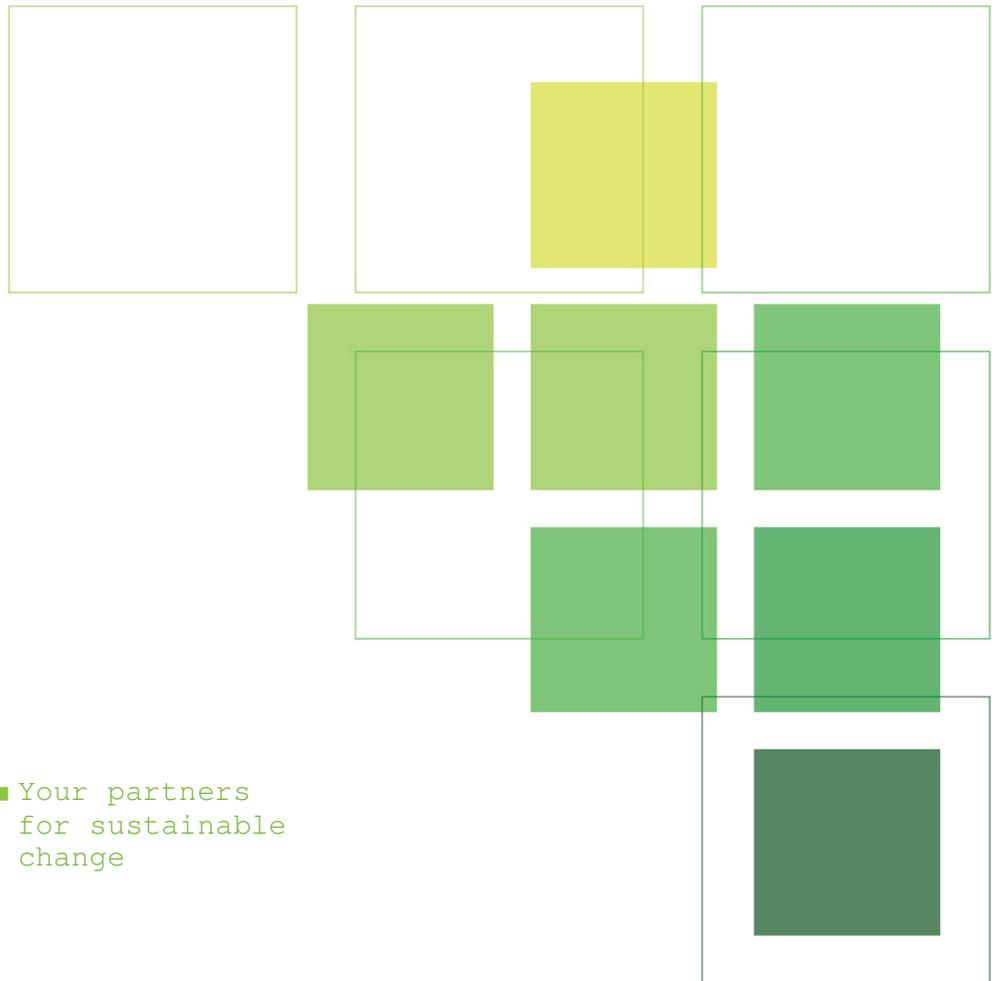


Environment and Sustainability Policy

(revised October 2013)



Environment and Sustainability Policy

The Environment and Sustainability Partnership's vision is for sustainability to be embedded into everything we do and to influence the actions of our clients to create a sustainable future.

Our mission is to make a difference through:

- Providing evidence based sustainable solutions to our clients that create a practical platform to embed environmental best practice throughout our clients' activities.
- Providing advice, support and guidance to our clients in implementing culture change that is environmentally, economically and socially robust.
- Developing expert teams from in-house staff and external associates, spanning technical and behaviour change disciplines, to meet the specific needs of each client.
- Providing an inclusive and rewarding working environment for our colleagues.
- Working to make client organisations in the private and public sector across the UK more sustainable.

To achieve this commitment we will:

- Embed sustainability and environmental best practice at the heart of everything that we do.
- Ensure the commitment of our people and associates by providing the right working environment, appropriate resources, and effective management and training.
- Meet or where possible exceed relevant environmental legislation, regulation or management standards.
- Work in partnership with our clients to achieve sustainable solutions appropriate to each organisation.
- Limit our environmental impacts by assessing our everyday activities.
- Work with our supply chain and other third parties to limit our direct and in-direct environmental impacts and promote the positive environmental benefits.
- Ensure continuous improvements through the setting, monitoring and reporting of objectives and targets.

The most significant impacts of our own activities result from travel. We will implement the following strategies to reduce these impacts:

- Encourage people to consider the need for travel for business purposes by using alternative means of communication.
- Use public transport for business purposes wherever practicable.
- Use meeting venues within walking distance of public transport links wherever practicable.

In addition, we will:

- Encourage people to minimise use of paper and ink cartridges by printing documents only when necessary and using double sided printing when possible.
- Procure paper with a high recycled content, recycle ink cartridges and procure equipment with a low environmental impact through use of eco-labels or other product standards.

The Directors are responsible for the effective implementation of this policy, and for ensuring that adequate resources are made available for its achievement and for reviewing our progress.

Date:8 October 2013

Signature:  Ann Stevenson, Director

Signature:  Ed Gmitrowicz, Director