



Last revised 02.06.2019

## Environmental policy

### Definition:

Policies on the environment and sustainability are concerned with the activities of an organisation to adhere to the regulations, legal and otherwise concerning environmental issues and sustainability of resources.

### Summary:

The purpose of this policy is to set out our approach to having a beneficial rather than negative impact on the environment and resource sustainability and how ESG ensures that its employees understand and implement best practices.

### Who this policy covers:

This policy applies directly to all individuals working at all levels within ESG as employees or agents and any subsidiaries and their employees and agents, wherever located. The policy is provided to other associates of ESG, including our suppliers, who will be required to comply with those provisions of the policy which apply to them by the inclusion of relevant provisions in all contractual arrangements with ESG.

In this policy, "third party" means any individual or organisation that is come into contact with.

### ESG environmental objectives:

ESG is committed to reducing the negative footprint of corporate activity on the environment. This includes recycling of material and equipment and the education of employees in their individual responsibilities.

Its specific objectives in this overall aim are as follows:

- To recognise the link between ESG activities and the environment
- To recycle all products appropriately and to re-use equipment wherever possible back into the community
- To comply with all relevant legislation and regulations relating to the environment and sustainability
- To prevent pollution wherever possible and practicable by the sourcing of products and the disposing of products thoughtfully



- To improve energy and resource management for instance in business related travel
- To improve waste management through minimising the use of such materials and through recycling
- To consider always the effect on the environment of all corporate actions
- To educate all employees and individuals in best practices relating to the environment and sustainability

## **Energy management and resource consumption:**

ESG is focused on the minimisation of energy and resource consumption and has specific objectives which are:

- To regularly remind all employees of the need to manage and limit their own resource consumption
- To encourage employees to use public transport and preferably walk or cycle if at all possible in the work commute and in travelling to customers and suppliers
- That the default mode of meetings is by video conferencing and remote desktop sharing. This is a fundamental and simple method of having a significant positive impact on resource consumption and is a more efficient method of meeting. Customers and suppliers should always be encouraged to meet with all representatives of ESG by electronic means
- To allow employees to conduct their work related activities from home if at all possible
- To minimise the use of paper and office consumables and to source energy efficient resources

## **Policy responsibility and monitoring**

Direct responsibility for this policy and its monitoring and reporting lie with Imad Khanzada, ESG Operations Manager ([imadk@esolutionsgroup.co.uk](mailto:imadk@esolutionsgroup.co.uk)). All enquiries, comments and suggestions to be made to Imad Khanzada. All individuals are responsible for conforming to the policy and for its success.

This policy does not form part of any employee's contract of employment and it may be amended at any time.