

Environmental Policy

Enginuity

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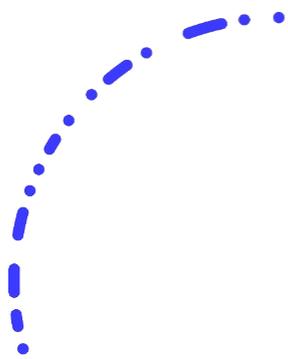
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Environmental Policy

Applies to:	All Staff
Effective from and replaces all previous policies prior to:	30 September 2020
Owned by:	Chief Sustainability Officer

Change History

Changes to specific sections of this document from the previous version are listed below

Version No.	Section Reference	Summary of Changes	Author	Date
1	Whole doc	Initial Issue for Enginuity	FS	Sep 20

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1. Policy Statement

The Enginuity Group acknowledges the importance of environmental protection and is committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

2. Scope of Policy

This policy applies to all employees working within Enginuity Group and aims to inform them of our position in relation to Environmental and Sustainability and to reducing our business carbon footprint.

We will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance.

3. The Policy

The Enginuity Group recognises that day-to-day operations can impact both directly and indirectly on the environment. Enginuity recognises that the environment, communities and our employees are vital to the success of our business; responsible business is one of the company's most important values, and highlights our commitment to sustainable development and contribution to the society we work and live in.

We will:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce;
- Reduce the use of energy, water and other resources and regularly review our performance;
- Minimise waste by reduction, re-use and recycling methods;
- Comply with all relevant environmental legislation/regulation;
- Reduce our carbon footprint through paper free, and use of technology
- Ensure that our policies and services are developed in a way that is complimentary to this policy;
- Ensure our investments are socially ethical and environmentally aware;
- Identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives;

4. Key Actions

- A. Reduce our carbon footprint by introducing measures around travel, energy use and becoming paper free.
- B. Ensure continued roll out of electronic records document management system and online services initiatives to reduce the need for paper with a view to becoming paper free.
- C. Improve environmental awareness amongst all staff and promote green housekeeping issues including improving recycling.
- D. Reduce reliance on packaging, minimising waste.
- E. Review policy and action plan on an ongoing basis.

5. Review of Policy

This policy will be reviewed on an annual basis or if there is a change in requirements or legislation.