**Policy Statement: Sustainability**

**Statement of intent**

The directors of the organisation recognise the importance of controlling the organisation’s impacts on the environment for a sustainable future.

This organisation is committed to promoting sustainability throughout our business and to the wider community. Concern for the environment and implementing a broader corporate sustainability strategy are integral to our professional activities and the management of the organisation. We will ensure that sustainability is embedded throughout every business department, including procurement, as we recognise that our suppliers and partners are important in the journey to becoming a more sustainable organisation.

This organisation will take into consideration:

* employee welfare
* health and safety
* community development
* protection of the public
* the environmental aspects and impacts of its operations
* current best practices.

To do this effectively and credibly, this organisation will communicate with its stakeholders, eg government, clients, employees, business partners and local communities, and will recognise and consider their interests.

**Aim**

To follow and to promote good sustainability practice throughout the business and to our stakeholders.

**Objectives**

* Harnessing sustainability as part of our corporate strategy.
* Reducing the environmental impacts of all our activities.
* Embarking on energy efficiency programmes as part of a dedicated sustainability strategy, with the aim of reducing our carbon emissions.

**Our working principles**

We recognise that sustainability runs throughout the whole business and is not considered in isolation but in a strategic manner. Therefore, we have incorporated sustainability into the following aspects of the business.

**Energy and water**

We take active measures to reduce energy consumption at all opportunities and will continue to explore the possibilities of less carbon intensive energy sources either through the purchase of renewable energy or through an increased use of onsite renewable energy.

Our activities will use water in a sustainable manner without impact on the environment. We will take advice on technologies to make best use of waste water from our activities.

**Environmental impacts**

We will not pollute or contaminate land or water and will manage our waste in a responsible manner and take the waste hierarchy into account when making decisions on waste management.

Design and construction of new buildings and refurbishment of existing buildings will have an assessment of their lifecycle environmental impact and design measures taken to reduce the adverse effects of these impacts.

We will understand and manage our biodiversity impacts; in addition, we will foster opportunities to enhance the wildlife for the future.

**Waste and natural resources**

Our sustainability initiatives include activities to actively prevent pollution by reducing emissions and discharges andtopromote our zero waste principle.

**Procurement**

We have developed and implemented a sustainable procurement policy which integrates environmental and social issues with economic issues and supports the procurement of sustainable solutions. Please refer to our sustainability procurement and ethical procurement policies for full details.

**Education and research for sustainable development**

To further develop our understanding of sustainability and to keep up to date with government sustainability targets and initiatives, we encourage the teaching of and research into sustainable development with all our employees and stakeholders.

**Transport**

We will develop and implement a travel plan with all employees in order to minimise emissions arising from business travel and commuting.

**Construction and refurbishment**

When expanding our number of business premises or carrying out any building work we will incorporate the principles of sustainable development and seek the support of industry experts in this area.

**Community involvement and volunteering**

We will continually build partnerships and take part in networks to share and expand on our knowledge and experience of sustainability.

**Health, welfare and safety**

Throughout our organisation we will promote the highest standards of health and safety for our employees.

**Our accountability**

Our accountability in regard to fulfilling this sustainability policy is as follows.

* We will comply with, and exceed, where practicable, all legislation, regulations and codes of practice applicable to sustainability.
* We will take responsibility for integrating sustainability considerations into all our business decisions.
* We will ensure that all employees are fully aware of our sustainability policy and are committed to implementing it and suggesting improvements.
* We will make clients and suppliers aware of our sustainability policy and sustainable procurement policy where appropriate and encourage them to adopt sound, sustainable management practices.

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