

## **ENVIRONMENTAL POLICY**

Erebus seeks excellence in every aspect of our business and is committed to minimising the environmental impacts of our business operations.

### **Our commitment is to:**

- Continuously improve our environmental performance and integrate recognised environmental management best practice into our business operations.
- Reduce our consumption of resources and improve the efficient use of those resources.
- Measure and take action to reduce the carbon footprint of our business activities to meet our published objectives and targets.
- Manage waste generated from our business operations according to the principles of reduction, re-use and recycling.
- Manage our business operations to prevent pollution.
- Give due consideration to environmental issues and energy performance in the acquisition, design, refurbishment, location and use of buildings.
- Ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services.
- Comply as a minimum with all relevant environmental legislation as well as other environmental requirements to which the firm subscribes.
- Maintain our certification to ISO 14001 through rigorous monitoring and review of our performance.

### **To meet our commitments we will:**

- Provide Board oversight and review of environmental policies and performance, and allocate resources for their effective direction and implementation.
- Set and monitor key objectives/targets for managing environmental performance at least annually.
- Communicate internally and externally our environmental policy and performance on a regular basis, and encourage feedback.
- Communicate the importance of environmental issues to our people.
- Work together with our people/employees, service partners, suppliers, landlords and their agents to promote improved environmental performance.
- Promote appropriate consideration of sustainability and environmental issues in the services we provide to our clients.
- Review our environmental policy regularly.

This statement represents our general position on environmental issues, and the policies and practices we will apply in conducting our business.

### **Policy Statement**

Erebus recognises the social and economic importance of protecting the environment; that its commitment to this must encompass all activities and that it should be prepared to lead by example in promoting a sensitive, considered attitude to the environment. Our approach to managing our environmental issues is compliant to ISO 14001:2004. We aim to create and maintain awareness amongst all stakeholders of current environmental legislation as it affects the company.

## **Aims**

- To achieve good environmental standards in all activities including the reduction, re-use, recycling and disposal of waste.
- To make economic use of energy, water and transport usage to minimise waste in all aspects of the business function.
- To regularly assess the environmental impact resulting from business operations and to remain fully informed of recognised best practices.
- To communicate this Environmental Policy and Action Plan updates to all interested parties including customers, suppliers and employees, encouraging their active involvement in environmental issues.

## **Responsibility**

The company Director has the overall and final responsibility for the Environmental Policy with the Environmental Committee in charge of the co-ordination, implementation and monitoring of the policy throughout the organisation. The Environmental Policy and Action Plan update will be communicated to all staff and a copy will be displayed on the staff notice board. Each staff member takes responsibility for their own work area. Copies may be made available to customers on request. The policy will be reviewed quarterly at Board Meetings and any updates cascaded throughout the company.

To regularly research technical and scientific literature as it applies to the activities of the company, to keep informed on any relevant changes in legislation which may affect our practices. To research and review agreed standards in light of changes in technology and product development. As appropriate, at quarterly review, to insert any new standards required into the implementation of this policy.

Graham Skelhorn  
Director