



**Environmental Policy
(Including supplemental action plan in respect of
environmental, sustainability and waste management)**

Policy and Procedure

Introduction & Context

Definition

Stanian Limited defines sustainability as “meeting present needs without compromising the ability of future generations to meet their needs”.

Stanian Limited accept the statutory duty placed upon them as a producer of waste under The Environmental Protection Act 1990.

Environmental responsibility means first that our actions should comply with the relevant environmental legislation. It also means that we should seek to behave in a way that protects or preserves the environment.

Commitment

Stanian Limited is committed to minimising the environmental impact of the delivery of its services and to the improvement of the local, national and global environment in whatever way it can.

As one demonstration of Stanian Limited’s commitment to the environment, we have set up a formal environmental management system according to the principles set out in BS EN ISO 14001:2004 “Environmental Management Systems”. Stanian Limited accepts the statutory duty placed upon them as a producer of waste under The Environmental Protection Act 1990.

Policy

Stanian Limited will:

- Respect the environment in which we live

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- Promote practical measures to reduce the impact of travel (e.g. working “virtually” where possible, sharing cars etc.)
- Use re-cycled materials wherever practicable, minimise all forms of waste and dispose of waste in a responsible manner (see below)
- Encourage our Consultants to incorporate informed sustainability perspectives within their work and those of the client organisation
- Encourage our clients to incorporate sustainability perspectives into their work
- Meet or exceed all relevant legislation
- Empower clients to take responsibility for themselves, their work performance and their contribution to the community.
- Avoid the use of products or equipment containing or manufactured with ozone depleting substances or those with a high global warming potential.
- Take reasonable care with waste to avoid acts or omissions that may injure other people
- Ensure that waste is adequately described and labelled
- Ensure that waste is legally managed, does not escape from control and is given only to an authorised person/waste management contractor
- Encourage staff and Consultants to try to prevent other people from disposing of, treating or storing waste; without a licence, breaching the conditions of a licence or in a manner that may cause pollution or harm to health

This policy confirms our commitment to continual improvement of environmental and waste management and sustainable performance, this policy is reviewed on an annual basis.

Aims

The aims of our policy are very clear. They are to achieve:

- a highly valued environment in which to live and do business - to protect and enhance the environment where we work & visit so that it remains an attractive place in which to live, work and visit.

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- ongoing better environmental performance and show leadership by adopting sound environmental policies and practices.

Scope

This statement applies to all premises and activities within the control of Stanian Limited: Each principal trading location of Stanian Limited will develop, implement and continuously review an environmental management system, consistent with local operating conditions and legislation.

General Policy

This statement reflects Stanian' intention to provide and maintain an environmentally sustainable management system.

Although the standards established by national legislation will apply as a minimum, Stanian will always strive to achieve best practice in the local context of every country in which we operate.

Statement of Principles

Stanian Limited will, so far as is reasonably practicable:

1. Ensure environmental risks are properly identified, prioritised and managed in an appropriate and timely way.
2. Establish sound environmental management policies and promote best practice.
3. Manage its operations in ways that are environmentally sustainable and economically feasible, by making efficient and environmentally responsible use of energy and water and exploiting opportunities to maximise efficiency.
4. Minimise environmental impact and reduce or, where practicable, prevent pollution.
5. Minimise waste production by reduced consumption and develop effective waste management and recycling procedures.
6. Collaborate with key suppliers to promote environmentally responsible procurement of goods and services.

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7. Monitor actively results and audit policies and practices to ensure Stanian meets its policy goals.

8. Develop an HR policy to raise and maintain awareness amongst staff and promote individual good practice and encourage team participation.

9. Recognise the legitimate interest that all its stakeholders, including customers, shareholders and employees have in its environmental performance and communicate openly within Stanian and to the outside community.

10. It is the duty of all employees to conform to the environmental policy.

Target Objective

We are aiming to achieve BSEN ISO14001 and outline our Action Plan below, identifying areas for attention. This action plan is ongoing and regularly reviewed.

AREA	ACTION	Target Completion Date
Environmental Accreditation ISO14001	We are seeking this accreditation during our 2009/2010 business year	June 2010
Recycling and Waste	Use of recycled paper e.g. Flip Charts, Office paper for proposals and client documents. We do offer clients the option of using soft copy reports to avoid paper consumption, typically using PDF files Re-use of paper for note taking, minimum use of post it notes by re-cycling unused/out of date handouts. Use of paper bio-degradable bags instead of small plastic bags. All waste products are sorted and placed into relevant containers. All old, broken and obsolete technology is re-cycled examples: batteries, mobile phones, printers, computer	Complete

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	peripheral devices modems	
	Use of environmental friendly products	
Energy	Use of car sharing to reduce petrol emissions whenever practical by staff and consultants.	Complete
	Offices and electrical lights all use energy saving lighting	Complete
	All new technology procured is of the highest efficiency rating	Complete
Natural Environment	Fair Trade Consumable Products are used in offices e.g. for hand washing, preparing hot drinks and for food refreshments.	Complete
	External natural environment: local flora and fauna are protected in office vicinity	
Environmental Incidents	Whilst we are unlikely to be a direct cause of an environmental incident. We are aware of our responsibilities to the environment and ensure that our heating, water, electrical supplies are to relevant health and safety requirements and are working to the greatest efficiency to minimise wastage and any risk to the environment in relation to floods, fire etc:-	Complete
Suppliers, Staff and Consultants	All must ensure they try and prevent other people from disposing of, treating or storing waste, without a licence or in a manner that may cause pollution or harm to health.	Ongoing

The directors of Stanian Limited give their full support to the implementation of these aims, objectives and principles set out in this action plan.