



Environmental Compliance & Monitoring Policy

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Approved By: John Barford – Managing Director

1. Purpose

The purpose of this policy is to ensure that the company complies with all applicable **UK environmental laws, regulations, and standards**. It establishes a framework for monitoring environmental performance, conducting regular audits, setting measurable improvement targets, and reporting transparently on the company's environmental impacts.

2. Scope

This policy applies to all company operations, employees, contractors, and suppliers within the United Kingdom. It covers activities that may affect the environment, including but not limited to:

- Energy use and carbon emissions
 - Waste generation and disposal
 - Water consumption and discharge
 - Air and noise emissions
 - Procurement and supply chain practices
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3. Policy Statement

The company is committed to:

- **Compliance** with all UK environmental legislation, regulations, and permits.
- **Monitoring** environmental impacts to ensure continuous improvement.
- **Auditing** performance regularly to verify compliance and identify risks.
- **Target-setting** with measurable, time-bound environmental goals.

- **Reporting** transparently through an annual Environmental Impact Report.
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4. Objectives

- Ensure 100% compliance with UK environmental laws and regulations.
 - Conduct **annual internal audits** and periodic external audits.
 - Establish **Key Performance Indicators (KPIs)** for energy, waste, water, and emissions.
 - Set measurable reduction targets (e.g., reduce carbon emissions by 15% in five years).
 - Publish an **annual Environmental Impact Report** to communicate progress.
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5. Responsibilities

- **Employees:**
 - Follow environmental procedures and report breaches or risks.
 - **Managers:**
 - Ensure compliance in their departments.
 - Support audits and corrective actions.
 - **Sustainability & Compliance Team:**
 - Maintain a **legal register** of UK environmental legislation.
 - Lead environmental audits and inspections.
 - Monitor KPIs and track progress against targets.
 - Produce the Environmental Impact Report.
 - **Suppliers & Contractors:**
 - Demonstrate compliance with relevant UK environmental regulations.
 - Provide evidence of sustainable practices and materials.
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6. Procedures

6.1 Legal Compliance



- Maintain an up-to-date register of UK environmental legislation (e.g., Environmental Protection Act 1990, Climate Change Act 2008, Waste Regulations 2011).
- Ensure all licences and permits are valid and conditions met.
- Provide regular compliance training to employees.

6.2 Monitoring

- Collect and review data on energy use, carbon emissions, waste, and water.
- Benchmark performance against regulatory requirements and industry best practice.
- Report performance monthly to management.

6.3 Auditing

- Carry out **internal audits annually** to check compliance and identify improvements.
- Commission **third-party audits periodically** for independent verification.
- Develop and implement corrective action plans for any non-compliance.

6.4 Target Setting

- Set annual, measurable targets for:
 - Energy efficiency and carbon reduction
 - Waste minimisation and recycling rates
 - Water efficiency
 - Noise and emission reductions
- Review targets annually and update them in line with legislation and best practice.

6.5 Environmental Impact Report

- Produce an **annual report** including:
 - Compliance status with UK environmental laws
 - Audit findings and corrective actions
 - Performance against KPIs and targets
 - Plans for future improvement



- Share the report with stakeholders (employees, regulators, customers, and community where applicable).

7. Monitoring and Review

- This policy will be reviewed every year, or sooner if legislation changes.

8. Compliance

Compliance with this policy is mandatory.

- **Employees** who fail to follow procedures may face disciplinary action.
- **Suppliers or contractors** who fail to comply may have their contracts reviewed or terminated.

Approved By: John Barford

Position: Managing Director

Date: 01/05/2025