



Environmental Policy

1.0 Introduction

Impact IT Solutions Limited recognise that environmental issues are fundamental to the future health and wellbeing of all those involved across our company, the wider community and our planet. Thus, we are committed to embedding sustainability across our business operations, community and culture. This provides a stimulating, progressive and sustainable environment including full consideration of social, economic and environmental impacts and opportunities.

2.0 Policy

The scope of this policy is to ensure the supporting of the environment within the company and to help address the following areas:

- Reduce energy consumption and associated carbon equivalent emissions for the company.
- Maintain our commitment to pollution prevention, minimising controllable sources fugitive emissions and complying with all relevant environmental legislation related to the company's activities. Where no legislation exists we aim to comply with sector best practice.
- Build partnerships and take part in networks to share experience and knowledge of sustainability with the affiliated unions and broader community and contribute to debate on sustainability issues.
- To actively encourage and support research into sustainable development across the company's activities.
- Improve resource efficiency using the waste hierarchy, including only procuring what is necessary, maximizing reuse and recycling and avoiding waste to landfill
- Continue to protect and manage the buildings occupied by the company and implement a Biodiversity Policy that actively protects and enhances wildlife where practicable.
- Implement the company's Sustainable Procurement Policy and reduce supply chain scope three carbon emissions.
- Support Fairtrade throughout our supply chains.
- Identify opportunities to reduce the impact of business travel, commuting and delivery mileage. Encourage and promote walking, cycling, public transport and car-sharing alongside other initiatives.
- Identify further opportunities to reduce water consumption.
- Continual improvement of the Company's environmental performance as part of a single, certified means of a certified EMS and publically available, annual Environmental Report.

3.0 Links to other policies / procedures

- Procurement Policy
- Sustainable Food Policy
- Carbon Management Plan
- Biodiversity Policy

These policies will become available over time and available on the shared staff drive.

Policy author(s):

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- David Reed, Health & Safety Manager (with responsibility for Environmental Policy)

4.0 Document version control

Version No:	Reason for change:	Author:	Date of change:
1	Document approved	DJR	15/4/22
2	Policy Reviewed with changes to template	NM	15/11/22
2	Policy Approved by Senior Leadership Team		

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Date ratified:

Date effective from:

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