

Environmental Policy

Connexions 4 London Limited

1. Statement of policy

The purpose of this policy is to communicate Connexions 4 London Ltd's commitment to managing environmental effects of its operations.

It is our policy to ensure that Connexions 4 London Ltd operates in a manner that works towards reducing its environmental impact:

- Establish achievable goals and measure performance
- Ensure that all staff have the appropriate training to allow them to work in a means that reduces waste and increases efficiency.
- Promote an environmentally friendly mentality throughout all points of contact (both internally and externally).
- Conserve natural resources by adopting pollution prevention practices. Ex: extending the life of equipment through preventive maintenance scheduling, purchasing and reworking used equipment etc.
- Develop and improve operations and technologies to minimize waste, and other pollution, minimize health and safety risks, and dispose of waste safely and responsibly.
- Ensure the responsible use of energy throughout our business, including conserving energy improving energy efficiency, and giving preference to renewable over non-renewable energy when feasible.
- Establish procedures to ensure all employees are knowledgeable of, understand and comply with any applicable environmental laws and regulations.
- Promptly correct any practice or condition not in compliance with this policy.

Connexions 4 London Ltd will identify areas of strengths and weakness environmentally within its overall operation and make all efforts to substantially reduce any potential impacts to the environment.

2. The Scope (To whom the policy applies)

The environmental policy applies to all who work for or with Connexions 4 London Ltd. For example but not limited to:

- Employees.
- Contract workers.
- Agency workers.
- Trainee workers and students on work experience or placements.
- Volunteer workers.
- Suppliers.
- Partners

3. Environmental Commitments

Connexions 4 London Ltd is committed to:

- Promote a considered approach throughout all operations within Connexions 4 London Ltd with regards to the management of supplies, waste, disposal, recycling.
- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to Connexions 4 London Ltd.
- Assess the environmental impact of any new processes or products we intend to introduce in advance.
- Ensure that all employees understand our environmental policy and conform to the high standards it requires.
- Update our Environmental Policy annually in consultation with staff, associates and customers.

This policy has been agreed and is fully supported by the Managing Director of Connexions 4 London Ltd Mathew Hawkins.



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4. Implementation

The chief managing director has specific responsibility for the effective implementation of this policy. Each manager also has responsibilities and we expect all our employees to abide by the policy and help minimise the environmental impact of the business.

In order to implement this policy we shall:

- Communicate the policy to employees and relevant others (such as suppliers and partners)
- Incorporate specific and appropriate duties in respect of implementing the environmental policy into job descriptions and work objectives of all staff.
- Provide training and guidance as appropriate, including training on induction and management courses.
- Incorporate "Green" communications practices (eg, Use of electronic mail opposed to hard copies)
- Seek commitments from other persons or organisations such as suppliers or partners that they too will endeavour to reduce environmental impact between the organisations.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

5. Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our environmental policy.

The effectiveness of our environmental policy will be reviewed regularly and action taken as necessary.

Signed:

Name:



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