

Environmental Impact Policy

As a responsible business, we can contribute to understanding and taking steps to minimise the environmental impact of our operations as well as sharing our experience with others. Our commitment is to actively minimise and manage our direct and indirect impacts on the environment and then to offset any residual emissions to maintain carbon neutrality.

We recognise that the activities required to deliver our services have both a direct and indirect impact on the environment.

To support our commitment, Seymour Valentine will:

- Monitor and comply with all relevant environmental legislation and regulations.
- Minimise our greenhouse gas emissions annually.
- Eliminate avoidable business travel.
- Maintain an employee engagement program to raise awareness and embed environmental responsibility into the way we do business.
- Ensure implementation of standards among all our operated sites.
- Monitor and assess our environmental risks and impacts and to consider our environmental impact in strategic decision making.
- Provide support and tools for our people to reduce their environmental impact.
- Continue to improve our environmental management systems and integrate recognised environmental management best practice into our business operations.

We also recognise that the way we do business has an indirect impact on the environment. To support our commitment, Seymour Valentine will:

- Continue to support our environmental charity partners wherever possible (e.g. Bio-bean recycling of waste coffee).
- Encourage action by our clients through support from our sustainability & recycling facility.
- Investigate and implement mutually beneficial programs.
- Work with our suppliers to reduce our indirect environmental impacts and encourage a reduction in their own impact.
- Give due consideration to environmental issues and energy performance in our vehicles and buildings.
- Ensure that our top suppliers comply with our Sustainable Supply Chain Management
- Communicate the importance of environmental issues to our people.
- Review our environmental policy annually.