

Environmental Policy

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1. ABOUT THIS POLICY

- 1.1.1. Sanderson Solutions Group Plc and its associated and subsidiary companies (together “the Company,” “Group” or “we”) recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact running our business has on the environment and we encourage our clients, suppliers, and other stakeholders to do the same.
- 1.1.2. The Company is aware that its business activities result in various environmental impacts and will comply with all relevant legislative, regulatory, and other environmental requirements to act in a socially responsible manner. We will strive to continuously improve our environmental performance.

2. WHO MUST COMPLY WITH THIS POLICY

- 2.1.1. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located (collectively referred to as “workers” in the remainder of this policy).
- 2.1.2. This policy does not form part of any employee’s contract of employment, and we may amend it at any time.

3. WHO IS RESPONSIBLE FOR THIS POLICY

- 3.1.1. The Executive Owner of this policy has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.
- 3.1.2. The Internal Compliance Manager has day to day responsibility for ensuring the aspects of this policy are adhered to, in accordance with the companies ISO 14001 Environmental Management System.

4. ENVIRONMENTAL AIMS

- 4.1.1. The Company aims to:
1. Minimise the use of natural resources.

2. Minimise the generation of waste and implement/promote recycling.
3. Minimise pollution and promote greener transport options.
4. Purchase and promote the use of greener office and cleaning products.
5. Consider the environmental impact of any business decisions made.
6. Ensuring sustainability and ethical considerations are made when selecting suppliers across the business
7. Inform and encourage staff at all levels to act in an environmentally responsible manner and provide training where necessary.
8. Encourage feedback from staff on improvements and feed these into the policy.
9. Designate appropriate resources to implement, monitor and continuously improve this policy.
10. Make this policy available to any interested external parties and to employees; and
11. Continually improve and monitor the environmental performance of the Company and report these to interested parties.

5. GENERAL

- 5.1.1. Sanderson Solutions Group is committed to operating sustainably and reducing the environmental impact of its activities. We seek to continuously improve our environmental performance, reduce carbon emissions, use resources responsibly, and support our Net Zero ambitions through measurable objectives, responsible business practices and collaboration with our stakeholders
- 5.1.2. The Company is accredited with **BS EN ISO 14001:2015** and our primary objective is to ensure provision of services that consistently meet (if not exceed) customer requirements and expectations. Secondary objectives are to reduce the risk of pollution arising through our processes and commit to recycling material and using recycled materials wherever possible. The company operates under a *ENVPR01 Environmental Aspects Management Procedure*.
- 5.1.3. To assist in achieving this objective we use a Quality Management System consistent with the requirements of **ISO 9001:2015** which is continually monitored and reviewed for its applicability and effectiveness through a programme of internal auditing, management review and the analysis of performance against a set of predefined objectives.
- 5.1.4. The Company has also committed to and published its Climate Control Pledge & Carbon Reduction Plans in line with the Science Based Targets set. See [section 8](#) for links to these documents.

6. WASTE

- 6.1.1. The Company attempts to reduce the creation of waste by the adoption of waste-saving initiatives such as accepting CVs in electronic format and producing electronic invoices wherever possible. When we do produce waste, we ensure we recycle. Materials we recycle include paper (through certified recycling); cartridges; plastics; cans; glass; cardboard and food waste.
- 6.1.2. Waste transferred off the premises is undertaken in accordance with Waste Regulations with declarations being obtained by way of transfer, or consignment note from each of our waste couriers. Reference *ENVPR02 Control of Waste Procedure*.

7. ENERGY

- 7.1.1. The Company is aware of the importance of efficient and cost-effective energy solutions to reduce the

overall impact on the environment. Therefore, we are always striving to reduce our energy usage.

7.1.2. We ensure:

- All monitors are flat screen instead of CRT.
- We run a terminal server environment ensuring less power usage than PC's.
- All equipment is switched off when not in use to save energy.
- All lighting is movement activated, ensuring lights are not left on when not in use.
- Our fridges are A-Rated and thus emit less CFC's.
- Staff are encouraged to save energy wherever possible.

8. CLIMATE CHANGE PLEDGE & REDUCTION PLAN

- [Sanderson Climate Control Pledge](#)
- [Sanderson Carbon Reduction Plan](#)

9. VERSION & CHANGE LOG

Version No.	Change Owner	Change Date	Change Description
1.0	Unknown	Unknown	New Doc
1.1	Anya Burton	01/05/2016	New format
1.2	Alex Bolland	01/04/2018	Review
1.3	Gerri Hill	19/06/2019	Review
1.4	Richard Hoyle	22/11/2019	Rebrand
1.5	Anya Burton	30/06/2020	Review and change of Policy Owner
1.6	Nicky Garratt / Anya Burton	02/12/2021	Review, change of Executive and Policy Owners, update to para 5 to reference Climate Control Pledge, update to para 6 to extend list of recycled materials.
1.7	Ginny Starbuck	22/03/2022	Update name of paper recycling company in para 6.
1.8	Nicola Price	18/08/2022	Update to climate pledge for 2022 in section 9. Added references to related ENV procedures. Reformatting of doc. Addition of contents page, doc ref number & paragraph numbering.
1.9	Nicola Price	17/10/2022	Update to climate pledge section 9
1.10	Nicola Price	13/12/2022	Update to climate pledge to reference UK & Ireland
1.11	Nicola Price	19/12/2023	Update to section 9 climate pledge and addition of section 10 carbon reduction plan Additional responsibility added for internal compliance manager. Annual policy review completed Change to doc. Reference number and those of related documents
1.12	Maddie Garrett	11/04/2024	Updated branding
1.13	Nicola Price	11/12/2024	Updated carbon reduction plan
1.14	Nicola Price	01/05/2025	Climate pledge moved to section 8 and removed duplicate doc – replaced with link. Climate reduction plan moved to section 9 & removed duplication of document – replaced with link.
1.15	Nicola Price	20/11/2025	Update to document template and executive doc. Owner. Update to climate pledge & reduction plan links for 2025
1.16	Nicola Price	13/08/2026	Added paragraph under section 5 re sustainability commitments Updates to climate pledge & reduction plan links for 2026