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## Environmental Policy

Prospects is a dynamic and rapidly expanding company offering a range of support services to a variety of organisations and individuals. We are committed to innovation, inclusion, aspiration and trust and constantly challenge traditional ways of working. We identify sustainable development as a requirement in meeting the present needs without compromising the ability of future generations to meet their own needs.

We recognise that our day-to-day activities impact on the environment. We are committed to continually improving our environmental performance and wish to minimise any harmful impact, wherever practicable.

This commitment is applicable to all activities and contracts undertaken by the Prospects Group. We aim to reduce environmental harm and seek to develop an ethos of environmental responsibility throughout the Prospects Group.

Accordingly it is our policy to:

- ▶ comply with the environmental requirements of appropriate legislation and our customers
- ▶ ensure the safe and legal disposal of all waste arising from our business activities
- ▶ identify and review the range of significant environmental aspects and impacts of our activities
- ▶ set objectives and targets for reducing our most significant environmental impacts and define the means of achieving them
- ▶ manage and conserve energy, water and resources efficiently by implementing effective reduction methods, consistent with best practice
- ▶ promote the re-use and recycling of materials and minimise waste and the use of unsustainable and environmentally damaging materials
- ▶ develop green travel plans for business travel and encourage staff to adopt greener travel practices
- ▶ seek to influence our suppliers and contractors by incorporating environmental considerations into the procurement of goods and services
- ▶ prevent pollution.

To achieve this we will:

- ▶ motivate and educate all directors, managers and staff to conduct their activities in an environmentally responsible manner
- ▶ ensure that this policy is understood, implemented and maintained at all levels in our organisation
- ▶ encourage 'bottom-up' initiatives to improve environmental performance
- ▶ perform audits of our activities to ensure that we understand our environmental performance and set targets for improvement
- ▶ measure, monitor and report on our targets for improved environmental performance
- ▶ take environmental issues into account when making decisions and planning and developing policies and activities
- ▶ review this policy on a regular basis to take account of changes in our organisation, legislation and environmental best practice.

Prospects recognises that everyone in the organisation has a personal responsibility to work in an environmentally friendly manner and this policy presents an opportunity for all of us to secure business benefits for the Group by reducing environmental risks and impacts.

This policy is available to the public.

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