

gleeds

**Environmental**  
Policy Document

## Environmental Policy

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Gleeds recognises the importance of sustainable environmental practices in order to minimise our impact on the environment and to protect and enhance it where possible.

This policy covers our key operations and all the services we provide.

We will proactively work with internal and external stakeholders to ensure our environmental performance continually improves. In particular, we are committed to:

- Protecting the environment, and in particular preventing pollution, minimising our climate change impact, reducing our consumption of natural resources, minimising our waste and protecting our heritage
- Fulfilling all of our compliance obligations, including complying with all relevant environmental legislation and with following non-statutory guidance where appropriate
- Providing effective leadership and engagement on environmental issues that is aligned with the strategic direction of the organisation
- Ensuring our negative impacts on the environment are minimised and our positive impacts are enhanced

To achieve the above we have implemented an environmental management system that is externally audited and certified to ISO 14001:2015.

We will also commit to an ongoing reduction of our environmental impacts and will develop a framework for the setting of appropriate environmental objectives. These objectives will set out our ambitions to reduce the impact of running our office network and to help mitigate our contribution to climate change.



**Richard Steer** | Gleeds Chairman

January 2019