Parker Smith Inclusion's Environmental Policy

Date of policy: 01/09/2026
This policy will be reviewed every 12 months (as a minimum)
Review Date: 01/09/2027

1. Policy Statement
At Paker Smith Inclusion, we are committed to environmental sustainability and responsible business practices. We recognize the importance of preserving and protecting the environment for future generations. As part of this commitment, we have established an Environmental Management System (EMS) in accordance with ISO 14001 standards.

2. Objectives
Our Environmental Policy is guided by the following specific needs, goals, and practices:

- **Compliance:** We will comply with all relevant environmental laws, regulations, and standards, ensuring that our activities do not harm the environment. This includes regularly reviewing and updating our compliance procedures to stay in line with changing regulations.
- **Continuous Improvement:** We will continuously improve our environmental performance by setting and monitoring specific environmental objectives and targets. These may include reducing greenhouse gas emissions, decreasing water and energy consumption, and minimizing waste generation.
- **Resource Efficiency:** We will strive to use resources efficiently, minimize waste generation, and reduce the consumption of energy and water. This involves conducting regular energy audits and implementing energy-efficient technologies where feasible.
- **Pollution Prevention:** We will work to prevent pollution at the source and reduce the environmental impact of our operations. This includes implementing pollution prevention measures, such as using environmentally friendly materials and processes.
- **Environmental Awareness:** We will promote environmental awareness and responsibility among our employees, suppliers, and stakeholders through ongoing training programs, eco-friendly initiatives, and community engagement projects.

3. Responsibilities

- **Top Management:** Our top management is responsible for establishing and maintaining the EMS, setting specific environmental objectives and targets, and providing the necessary resources for its implementation.
- **Employees:** All employees are responsible for following specific environmental procedures, reporting environmental incidents, and actively contributing to our environmental objectives, such as participating in waste reduction initiatives and energy-saving measures.

4. Implementation
We will implement our Environmental Policy by:

- Conducting regular environmental risk assessments to identify and mitigate specific potential environmental impacts, such as air emissions, water pollution, and habitat disruption.

- Setting specific, measurable, achievable, relevant, and time-bound (SMART) environmental objectives and targets, which will be communicated to all employees.
- Providing specific environmental training and awareness programs for employees to increase their understanding of the organization's environmental goals and encourage participation in environmentally friendly practices.
- Monitoring and measuring our environmental performance through specific data collection and analysis. This includes tracking energy and water usage, waste generation, and emissions. This is maintained and monitored through our Carbon Reduction Plan available on our website https: [enter URL]
- Encouraging supplier and contractor compliance with specific environmental standards, such as using sustainable materials and minimizing environmental impacts in their operations.
- Continuously improving our EMS through specific, periodic management reviews to evaluate the effectiveness of our environmental programs and make necessary adjustments.

5. Communication

We are committed to communicating our Environmental Policy, specific objectives, and progress to all employees, suppliers, and stakeholders. We will make this information publicly available and ensure that everyone understands their role in achieving our specific environmental objectives.

6. Compliance and Review

We will regularly review and update our Environmental Policy to ensure its continued relevance and effectiveness, taking into account specific changes in environmental laws and regulations. Our organization is committed to complying with ISO 14001 and any other specific applicable environmental requirements.

7. Conclusion

At Parker Smith Inclusion, we consider environmental stewardship a fundamental aspect of our corporate responsibility. We are dedicated to minimizing our specific environmental impact, protecting natural resources, and promoting sustainability in all our activities.

This Environmental Policy, tailored to our specific needs and goals, is the foundation of our environmental management efforts and guides our organization's commitment to specific environmental excellence.

REVIEW DATES	
Author	Keya Mckenzie
Version	1
Date	24/07/2025
Director Sign off	Darragh Ryan
Date	24/07/2025