



Sustainability Policy Statement

“Our commitment to our common future”

We are committed to integrating sustainability into every aspect of our business. As a provider of consultancy and training solutions, we recognise our responsibility to lead by example in promoting sustainable practices within our industry and community. This policy outlines our approach to achieving sustainability across three key areas: environmental responsibility, social equity, and economic viability.

1. Environmental Responsibility

- **Reduce Carbon Footprint:** We commit to minimising our carbon emissions by optimising our energy use, favouring renewable energy sources, and encouraging remote work to decrease travel-related emissions.
- **Sustainable Resource Use:** We will strive to use resources efficiently, promoting digital documentation to reduce paper use, and selecting eco-friendly office supplies and equipment.
- **Waste Management:** Our company will implement waste reduction strategies, including recycling programs and responsible disposal of electronic waste.

2. Social Equity

- **Community Engagement:** We are dedicated to giving back to our community through volunteering, supporting local sustainability initiatives, and providing accessible training opportunities for underrepresented groups.
- **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all employees feel valued and respected, with equal opportunities for growth and development.
- **Client and Supplier Relations:** We will prioritise partnerships with clients and suppliers who also adhere to sustainable and ethical practices.

3. Economic Viability

- **Sustainable Business Practices:** Our business decisions will be made with a long-term perspective, ensuring that we remain economically viable without compromising our environmental and social values.
- **Innovation:** We will continuously seek innovative solutions to enhance sustainability in our services and operations, including leveraging technology to improve efficiency and effectiveness of product and service provision.
- **Transparency:** We commit to being transparent about our sustainability efforts, periodically sharing our progress and learnings from our efforts to continually improve.

Implementation and Monitoring

- **Accountability:** The Managing Director is accountable for this policy.
- **Employee Engagement:** All employees are encouraged to incorporate sustainable practices into their daily activities and decision-making processes.
- **Review and Improvement:** This policy will be reviewed at least annually to reflect new insights, feedback from stakeholders, and evolving sustainability standards.

We believe that by committing to sustainable practices, we can make a positive impact on our planet, society, and economy. We are dedicated to continuous improvement and innovation in sustainability, aspiring to not only meet but exceed our environmental and social responsibilities.



Original Signed

Date: 22 February 2026

John Constable
Chairman & Professional Head
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