



Sustainability Policy Statement

1/08/21

FES is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to FES professional activities and the management of the organization. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Principles

Our Sustainability Policy is based upon the following principles:

- To comply with and exceed, where practicable, all applicable legislation, regulations and codes of practice
- To integrate sustainability considerations into all our business decisions
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it
- To minimize the impact on sustainability of all office and transportation activities
- To make clients and suppliers aware of our Sustainability Policy and encourage them to adopt sound sustainable management practices
- To review and to strive to improve our sustainability performance

Practical steps

In order to put these principles into practice we will:

Travel and meetings

- Walk, cycle and/or use public transport for our security officer and our management staff to attend meetings, site visits etc., apart from in circumstances where the alternatives are impractical and/or cost prohibitive
- Share transport if possible
- Avoid or reduce physically travelling to meetings etc. where alternatives are available and practical, such as using teleconferencing or video conferencing, and efficient timing of meetings to avoid multiple trips
- Reduce annual car mileage and purchase appropriate offsets for all staff business and personal mileage
- Replace company cars with more efficient models as they become due for replacement

Purchase of equipment and consumption of resources

- Minimise our use of paper and other office consumables, for example by reusing and duplexing all paper used, and identifying opportunities to reduce waste. Purchase office paper produced from sustainable sources
- Issue documents electronically wherever possible
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment
- Reduce the energy consumption of office equipment and equipment used at client premises by purchasing energy efficient equipment and good housekeeping.
- Wherever possible use rechargeable batteries and recycle non-rechargeable batteries
- Purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes
- Ensure that timber furniture and any other timber products are recycled or are from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified
- Purchase Fair Trade and/or organic products wherever possible
- Minimise office fuel and energy consumption

Working practices and advice to clients

- To ensure that any new employee must know about our sustainability issues.
- To include a copy of our Sustainability Policy in all our proposals to clients
- To comply with relevant environmental legislation

Monitoring and reporting

Our Sustainability Policy will be monitored annually and reviewed by the Managing Director. The Managing Director will seek to continually improve environmental performance.