

We recognise the importance of environmental protection and are committed to operating our business responsibly in compliance with all legal requirements relating to the provision of bespoke support services for those with learning disabilities, complex behavioural issues and autistic spectrum disorders, profound multiple disabilities, people with enduring mental ill health and older people.

Our policy is to operate with and to maintain good relations with all regulatory bodies and carry out all measures reasonably practicable to meet, exceed or develop all necessary or desirable requirements and to continually improve environmental performance through the implementation of the following:

- Assess and regularly re-assess the environmental effects of the Organisation's activities
- Training of employees in environmental issues
- Minimise the production of waste
- Minimise material wastage
- Minimise energy wastage
- Promote the use of recyclable and renewable materials
- Reduce and/or limit the production of pollutants to water, land and air
- Control noise emissions from operations
- Minimise the risk to the general public and employees from operations and activities undertaken by the Organisation.

We hold ISO 14001 accreditation, a set of standards helping us form an effective environmental management system.

This approach reduces energy spend, thus supporting our ongoing sustainability.



**David Sargent**  
Chief Executive Officer

**31st May 2019**



RESPECT



HONESTY



RESPONSIBILITY



ACHIEVING EXCELLENCE