

## Environmental Policy Statement



Impellam Group is a leading provider of staffing solutions and outsourced people-related services through a number of specialist trading brands, each targeted towards specific markets and services.

Impellam Group and its constituent businesses in the UK are not only committed to exceeding the minimum requirements of environmental legislation, but also to identify and maximise operational efficiencies and value for money whilst reducing their impact on the environment.


The senior management of Impellam Group PLC recognise their responsibility to manage the environmental impacts of their activities, products and services. These have been assessed, identifying significant environmental aspects/impacts including

- CO<sup>2</sup> emissions from Fleet Vehicles.
- Utilities use (Electricity, Gas, Water)
- Paper consumption / Consumables
- Waste disposal

In order to promote good environmental practices, the Group Policy with regard to the environment is as follows: -

1. To identify the significant environmental impacts of UK activities.
2. To develop suitable objectives, targets and management programmes, applying appropriate operational procedures to minimise any significant environmental impacts during normal, abnormal and emergency conditions.
3. To comply with relevant legislation, regulation and other requirements relating to the significant environmental impacts.
4. To prevent pollution, minimise the inputs of utilities and resources and the outputs of emissions to the atmosphere, effluents to waters/sewers and wastes to disposal facilities; endeavouring to re-use, recover or recycle materials where practicable.
5. To ensure that environmental responsibilities are defined, communicated and understood at all levels within the organisation and provide appropriate training where needed.
6. To ensure that suppliers and contractors understand the Group Policy and assist them in developing appropriate systems and a responsible approach with regard to environmental issues.
7. To communicate, co-operate and respond to the views of interested parties, including stakeholders, customers and the general public, on environmental issues, where this is practicable and likely to result in an overall improved environmental performance.
8. To strive for continual improvement in overall environmental performance.

Signed by

  
15<sup>th</sup> August 2009





Date

15<sup>th</sup> August 2009

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