

Endeavour (UK) Limited is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and beneficiaries and minimizes our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental best practices in all we do.

To achieve this we will:

- Comply with relevant Environmental Legislation
- Integrate the consideration of environmental concerns and impacts into all our decision making and activities
- Promote environment awareness among our employees and beneficiaries and encourage them to work in an environmentally responsible manner
- Train, educate and inform our employees and beneficiaries about environmental issues that may affect their work
- Promote the use of public transport for purposes of work related travel
- Minimise the need for travel wherever possible through the use of modern technologies
- Minimise printing through the use of share on-line workspace for filing and storage of corporate and operational documents wherever possible
- Reduce waste through the re-use and recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable
- Promote efficient use of materials and resources throughout our facilities including drinking water, electricity, raw materials and other sources, particularly those that are non-renewable
- Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of.
- Purchase and use environmentally responsible products accordingly
- Where required by legislation or where significant health, safety or environmental hazards exist, develop and maintain appropriate emergency and spill response programmes
- Communicate our environmental commitment to clients, customers and the public and encourage them to support it
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing this Policy

This policy will be reviewed annually in accordance with legislative developments

Signed



Mr Christopher Lucas-Jones
Managing Director
Endeavour (UK) Limited
Version date: 26/02/2016