

## Environmental and Sustainability Policy

Through our core business activities we are committed to providing good quality, reliable and cost effective training to all of our learners. We recognise the environmental impacts arising from our business activities and are committed to reducing these through effective environmental management.

The Group policy is to achieve continual improvement in environmental performance.

We are committed to:

- a. maintaining an internal management structure for environmental issues which includes clearly defined responsibilities;
- b. complying with, and where possible exceeding, applicable legal and other requirements relating to the organisation;
- c. preventing pollution and reducing the overall impact of our operations on the environment;
- d. monitoring our environmental performance and setting objectives and targets for improvement;
- e. providing appropriate training and awareness programmes for our staff.

This policy applies to all the employees, contractors who work for Welcome Skills Limited and will be communicated to all those working for or on behalf of the company.

## Climate Change Policy

Climate change has now been recognised as an international issue. As a Training Provider we have a role in supporting governments and communities to reduce the impacts of climate change.

We are committed to reducing the greenhouse gas emissions from our operations in a way which supports Government strategies, and in line with our commitment to our learners to provide safe, efficient and reliable services. We also assess the potential risk to our business from evolving climate change policies as part of our on-going risk management processes.

Our key climate change commitments are:

- a. to work actively with our staff to improve the fuel efficiency of our vehicles;
- b. to report annually on our greenhouse gas emissions from all vehicles and property that we own;
- c. to actively promote improved energy efficiency and fuel efficiency within the business;
- d. to stay abreast of alternative fuel developments and continue to assess their commercial viability

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## Biodiversity

Welcome Skills Limited commitment to conserving and promoting biodiversity where it is practical to do so. Conserving and promoting biodiversity is consistent with our commitment to furthering the aims of sustainable development in the management and development of our business. This Biodiversity Policy is consistent with our broader Environmental Policy, which includes a stated commitment to minimise the environmental impacts of our business and prevent pollution.

## Sustainability

Our sustainability Policy is focussed on four key outcomes:

- A commitment to prevent and reduce environmental impact
- A commitment to compliance with relevant legal requirements
- A dedication to continuously improving on sustainability performance
- An Assurance that the policy will be communicated and managed

To enable us to effectively support sustainability we will take the following actions:

1. Wherever possible, we will recycle all the waste products
2. We will re-use materials where possible rather than create waste (E.g. to use discarded paper for scrap paper)
3. Company vehicles will be bought based on economic efficiencies
4. We will purchase materials from reliable sources who have an Environmental and Sustainability Policy
5. We will offer re-useable products to our customers and supply chain before discarding
6. We will not be wasteful with electricity, water and gas supplies
7. We will encourage staff to use public transport or car share where practical
8. We will use energy efficient systems and equipment where practical, available and practicable

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