

Environmental and Sustainability Policy



Introduction

It is essential that sustainable development and environmental management are at the core of all activities in all the sectors to which Align Group are committed to work within, and at Align Group itself.

Align Group is a major contributor to society's efforts to achieve sustainability through:

- The environment in which its employees work
- The skills and knowledge that they acquire and put in to practice; and
- Its own strategies and operations.

Definitions

Environment:

Surrounding conditions, influences, or forces, by which living forms are influenced and modified in their growth and development.

Sustainability:

Meeting the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development must address environmental, economic, and social factors and the interrelationships between them.

Objectives

The objectives of this policy are:

- To ensure that all environmental risks are assessed, managed and controlled.
- To promote and adopt best practice within all the sectors within Align Group are committed to working.
- To maintain and develop the business in a sustainable manner.
- To keep the staff, customers and supply chain informed on matters of the environment where relevant.
- To develop good working relationships with relevant authorities and bodies.
- To develop managers and staff by providing training and information on environmental management and sustainability.

Application

This policy applies to all activities undertaken by (or on behalf of) Align Group and those of its staff and contractors.

Policy Statement

Align Group recognises the importance of the role it has to play in the environments in which it works and in promoting principles of sustainability in teaching and research activities.

Align Group will manage and control its environmental risks in a sustainable manner by complying with relevant legislation and adopting where appropriate best practice.

Align Group will also endeavour to integrate the principles of sustainability into its strategies, policies and procedures.

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In accordance with the policy statement Align Group will:

Control its Environmental Risks

Meet the requirements of environmental legislation and commit to a process of continual environmental improvement.

Promote and Adopt Best Practice

- Establish an Environmental Management Plan; to set targets and indicators, measure environmental performance and report progress.
- Establish an Environmental Management System;
- Promote and adopt sector initiatives;

Maintain and Develop Align Group in a Sustainable Manner

- Develop a sustainable procurement policy to ensure social, ethical and environmental scrutiny of products and services whilst achieving best value;
- Maximise energy efficiency, use of renewable resources and use of low carbon technology;
- Minimise waste generation and facilitate repair, reuse and recycling over disposal of wastes;
- Maintain biodiversity and enhance the environments within which its staff work where possible;
- Promote sustainable travel to and from working environments wherever possible;
- Promote continual improvement in maintenance practices and establish sustainability guidelines for internal and external design teams and contractors working on new build and refurbishment projects.
- Develop Corporate Social Responsibility activities to enable staff to develop the values, skills and knowledge to contribute to sustainable development.

Communicate and Inform Align Group Community

- Regularly inform staff via intranet, notice boards and bulletins;
- Produce an Annual Report;

Working with External Authorities and Bodies

- Develop good working relationships with all relevant external authorities;
- Develop links with appropriate environmental bodies and associations;
- Report any incidents as required

Development of Managers and Staff

Provide appropriate training and information to the Align Group Community where relevant.