

# Sustainable Development Policy



ECUS Ltd is a provider of first class environmental consultancy advice to clients both nationally and internationally. Our core business involves improving the environmental performance and sustainability of other organisations. We recognise that sustainability is a local, regional, national and global responsibility and we strive to embed the principles of Sustainable Development within our company culture. ECUS demonstrates its commitment to sustainability through the services it provides and in the way it operates as an organisation. We are committed to the protection of the environments in which we operate and constantly strive to minimise the environmental impacts of our activities. ECUS ensures its activities and services contribute to the prosperity and health and well being of our people and clients.

We believe in contributing to sustainable development by operating in a socially and environmentally responsible manner and addressing the following key issues:

## People

- Our operations and behaviour will ensure that our people and stakeholders will be protected from the risks of occupational injury or ill health;
- We will attract, develop and retain the very best employees and promote diversity in a way that underpins our values. We will ensure equal opportunities, promote diversity, and invest in training and developing our people;
- We will provide improved health and lifestyle information to our employees;
- We will demonstrate an ethical approach across all of our operations;
- We will be a responsible business partner;
- We will work with our supply chain to encourage more sustainable practices;
- We will further develop our responsible buying guidelines and integrate them into our buying processes;
- We will maintain our work with South Yorkshire Forest Partnership and other charitable organisations.

## Environment

- We will actively reduce our energy consumption and green-house gas emissions from transport and the operation of our facilities;
- We will introduce a green travel plan to reduce CO2 emissions caused by our personal and business travel;
- We will maximise resource efficiency and ensure a prudent use of natural resources;
- We will minimise waste arising from all activities and actively promote and implement the waste hierarchy;
- We will understand and manage our impacts upon biodiversity and continue to enhance the wildlife, habitats and environments in which we operate.

Our policy will be delivered by:

- Communicating and sharing our sustainability policy, thereby generating a culture that actively encourages best sustainable practices; and
- Ensuring the real involvement of all our people, our supply chain and stakeholders.

We aim to pursue these goals while ensuring the continuity and economic profitability of our business.

This policy is publicly available on request.

Signed

A handwritten signature in blue ink that reads 'Chris Routh'.

**Chris Routh**  
**Managing Director**  
**September 2008**