



Gardium Ltd

Environmental & Sustainability Governance Policy

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Owner:	Director - Operations
Next Review:	August 2024

Introduction

Gardium recognises it a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental and sustainability performance as a part of our organisation strategy and operating model. We will encourage customers, suppliers and other stakeholders to do the same.

Responsibility

The CEO is responsible for ensuring that the ESG Policy is implemented, however, all employees have a responsibility in their area to ensure that the aims and objectives of this policy are met.

Policy aims

We aim to:

- Comply with all relevant regulatory requirements
- Continually improve and report on environmental performance
- Continually improve and reduce environmental impacts
- Incorporate environmental factors into business decisions
- Increase employee awareness
- Be a sustainable organisation to make a difference on society and the environment as a whole where possible

Energy and water

We will seek to:

- Switch off lights and electrical equipment when not in use
- Take energy consumption and efficiency of new products into account when purchasing them

Office supplies

We will:

- Favour more environmentally friendly and efficient products wherever possible
- Reuse and recycle everything we are able to

Transportation

We will:

- Favour electric company vehicles and maintain them regularly to ensure ongoing efficiency

Maintenance and cleaning

We will:

- Use cleaning materials that are environmentally friendly where possible
- Use materials in any office refurbishment that are as environmentally friendly as possible
- Only use licensed and appropriate organisations to dispose of waste

Monitoring and improvement

We will:

- Comply with all relevant regulatory requirements
- Continually improve and monitor environmental performance
- Continually improve and reduce environmental impacts
- Incorporate environmental factors into business decisions
- Review this policy and any related business issues at management meetings

Culture

We will:

- Review this policy at least once annually in consultation with officer sand other stakeholders where necessary
- Involve officers in the implementation of this policy, for greater commitment and improved performance
- Work with suppliers, contractors and subcontractors to improve their environmental performance where possible
- Use local labour and materials where possible to reduce CO2 and support the community