



## **Environmental & Sustainability Policy**

BMR recognises and appreciates the importance of environmental and sustainability awareness throughout our business and are committed to delivering our services both responsibly and considerately. We have a policy and systems in place based upon the principals of ISO:14001 to continually improve and monitor the suitability, adequacy and effectiveness of our environmental performance.

We operate in accordance with this Environmental & Sustainability Policy (which is a working document inducted and issued to all staff).

We work collectively with our network of suppliers and specialist sub-contractors to source and review sustainable products and new technologies and pass efficiencies on to our clients. We additionally seek to work collaboratively with our clients and suppliers to support their own sustainability targets, agendas and initiatives.

### **1.0 Environmental Statement**

We undertake to:

- Set objectives and targets to minimise waste, energy consumption, raw material use, pollution and transport and encourage recycling
- Monitor and assess our environmental impact and performance and develop systems and programmes that enable us to continually improve
- Identify, monitor and review the expectations of interested parties and their relevant requirements
- Use our expertise and experience to promote and encourage environmentally friendly solutions in both the design and construction processes
- Identify and implement control measures for environmental risks on each contract and conduct audits to manage and reduce any negative impact.
- Encourage staff and sub-contractors to input suggestions and initiatives for protecting the environment from our work activities
- Ensure our clients and suppliers are aware of our policy, encourage their support of our principles and look to work collaboratively in achieving collective sound sustainable management practices
- Support sustainability in the local economies and communities we work in and contribute to initiatives
- Train and educate our staff and sub-contractors on the company commitment and encourage a culture of awareness and proactivity both in the workplace and elsewhere
- Comply with all UK/EU environmental legislation and guidelines in respect of our activities
- Promote efficient purchasing, which will minimise waste and allow more recycling



- Work with our clients and supply chain to develop more sustainable methods and alternatives to project solutions and delivery
- Stay abreast of design, construction and environmental developments and implement changes and training accordingly
- Recognise and encourage the contribution every employee can make towards improving environmental performance
- Undertake regular reviews of this policy and examine options for continual improvement

## **2.0 Initiatives and Targets**

### **2.1 *Pollution***

- We will seek to minimise environmental pollution, SO<sub>2</sub>, NO<sub>x</sub> and CO<sub>2</sub> emissions throughout our business, essentially complying with the Environmental Protection Act and other UK/EU statutes and legislative guidelines
- We will educate staff on how to avoid harming the environment and encourage them to report any potential environmental hazards to their Line Manager

### **2.2 *Waste***

- We will seek to minimise waste generated across our business and re-use and/or recycle as much as possible prior to disposal
- All sites over £300,000.00 will be environmentally assessed at pre-contract stage and Site Waste Management Plans created.
- We will use licenced carriers to segregate all waste from our sites and obtain waste reports. We will use the recycling facilities within the main shared offices

### **2.3 *Energy***

- All staff will be briefed and tasked with reducing energy consumption at induction stage and via posters
- All electrical equipment (for example, workstations, printers, and lights) will be switched off when not in use or overnight (when it is practical to do so)
- We will seek to reduce our energy consumption through the procurement of more energy efficient equipment and fittings
- We will continue to look at using shared offices which promote the use of timers and thermostatic controls for heating and water
- Heating and ventilation will be used effectively and efficiently with reducing energy consumption in mind.



### **2.4 Vehicles, Equipment & Machinery**

- Any future purchasing of van/cars will be of low emission diesel vehicles, Euro 5 or Euro 6 compliant
- For any future purchases we will undertake regular inspections and maintenance of equipment and vehicles to improve energy efficiency, reduce waste and avoid breakdowns
- For any future purchases we will invest in energy-efficient machinery, equipment and systems

### **2.5 Procurement/ Supply Chain**

- Sourcing products and services from local suppliers and sub-contractors
- Seeking more sustainable suppliers and products and instigating partnerships and charters
- Reducing the amount of office supplies we use wherever possible. Excessively packaged goods will be avoided and materials will be purchased in bulk wherever possible to minimise transit packaging and journeys made by the supplier
- We will look at the environmental criteria of new office supplies and, wherever possible, buy environment-friendly products.

### **2.6 Water**

- Promotion of water usage awareness amongst staff

### **2.7 Recycling**

- Minimising the use of paper and other office consumables, for example, by double-sided all paper and identifying opportunities to reduce waste
- Recycling office equipment (mobile phones and other obsolete office equipment) and returning to an appropriate company used toners and cartridges
- Creation of a recycling centre at Head Office for all office and site waste
- All paper and other products that can be recycled will be routinely collected for recycling, preferably using local facilities. When buying new products, their long-term re-cycle potential will be taken into account
- We will reduce the amount of paper used in the office and use alternative methods where possible (for example, sending faxes electronically).

### **2.8 Travel**

- Avoidance of physical travel to meetings or client visits where alternatives are available and practical, such as teleconferencing, video conferencing or web cams.
- Where travel is necessary, encouraging car sharing or public transport (close to the train station)



- Reducing the need for staff to travel by supporting alternative working arrangements, including home working, car pooling and promoting the use of public transport, bicycles or walking as a means to travel to Head Office

### 2.9 Stakeholders

- Advising clients, end-users and staff on the availability and benefits of more energy efficient and sustainable fittings and products (for example, energy saving lamps)
- Educating staff on environmental awareness through training and supervision and encouraging a sustainable approach to working
- Employment of a local labour force

### 3.0 Responsibilities

All Directors are responsible for the implementation of this policy under guidance from specialist consultants. All BMR staff are responsible for delivering their roles and responsibilities in full accordance with the guidelines set and training provided.

### 4.0 Communication

This policy and the company procedures are inducted to all staff upon joining BMR with updates provided thereafter dependent upon any changes including legislation, working practice and training. Copies of this policy will be available at Head Office and on each site for reference to all stakeholders.

Staff will be environmentally trained in accordance with their role and responsibilities.

### 5.0 Audit, Monitoring & Review

All BMR operations, both site and Head Office based are subject to environmental audits and inspections. These are to be carried out as standard on a scheduled basis and as required (dependent on influences such as changes to legislation, working practice, project specifications or changes to the work environment).

This policy and statement will be reviewed on an annual basis (or sooner) to ensure that environmental issues arising from new developments either within the company, the wider community or legislation, are taken into consideration. We will liaise with our specialist consultants and take advice on current best practice so that we can incorporate positive changes and targets into our business procedures.

Signatures

A handwritten signature in black ink, appearing to read 'T. McDowell', is written over a light blue horizontal line.

**Thomas McDowell**  
**Managing Director**

8<sup>th</sup> July 2019