

Alert Health 24, AMC Professional, Coyle Personnel Ltd,
Coyle Staffing Group Ltd, Direct Healthcare, Greencastle
Solutions, Magisters Education, Mayday Healthcare,
Nutrix Personnel Ltd, Plan B Healthcare, Shamrock
Staffing Group Ltd.

ENVIRONMENTAL POLICY.

Note: This Policy has been adopted and applies to all companies above and are referred to as the 'Organisation' within this Policy.

Policy Statement

The Organisation is committed to being a Carbon Zero business by 2050. This will be achieved by setting long and short-term targets and objectives to continually reduce carbon emissions, minimise the Organisation's impact on Climate Change and improve environmental performance. The organisation will evaluate and plan to minimise the impact of Climate Change on operations and service delivery.

The Organisation will operate its business in an environmentally sensitive way with proper regard to its legal obligations and according to relevant directives, regulations, codes of practice and standards including but not limited to:

- Control of Substances Hazardous to Health Regulations 2002.
- The Waste (Miscellaneous Amendments) (EU Exit) Regulations 2019.
- Environmental Protection Act 2021.
- The Waste (Circular Economy) (Amendment) Regulations 2020
- Waste Electrical and Electronic Equipment (Amendment No 2) Regulations 2018.
- ISO14001-2015 – Environmental Management

Commitment to Prevention of Pollution & Environmentally Sound Practices

The Organisation recognises that its operations have an effect on the local, regional, and global environment. Considering this, the Organisation is committed to continuous improvements in environmental performance and the prevention of pollution, particularly in relation to

reduction in energy usage, sustainable waste management, recycling, and prevention of pollution.

Environmental Management Programme & Objectives

Whilst the Organisation does not produce any emissions or pollutants that come under the Environmental Permitting Regulations, the company has identified that its most significant impacts on the environment include:

- Disposal & recycling of waste (including paper, consumables and electronic equipment).
- Energy usage.
- Purchase of consumables.
- Emissions from vehicle use.

In addition, to align with the Greening Government Commitments targets (for central government departments and their agencies) we are particularly committed to continual improvement in the following areas:

- Reducing greenhouse gas emissions.
- Reducing the amount of waste we create and recycling waste wherever possible.
- Reducing water consumption.
- Recycling IT equipment.
- Sustainable procurement.

Objectives for reducing our environmental impact include:

Reuse, recycling and disposal of waste:

- Provision of recycling bins to support recycling of wastepaper/cardboard, glass, cans and plastic products and use of an authorised waste carrier to dispose of recycled waste to ensure it ends up where it should.
- Recycling of toner cartridges & other consumables.
- Obsolete items reused or recycled wherever possible, (e.g. IT equipment, furniture and mobile phones to support local charities and schools etc).
- Appropriate disposal of electronic waste (i.e. computers, printers, mobile phones and small kitchen equipment) by contacting the producer for details of their “take back” system and maintain records to prove that WEEE has been disposed of in an environmentally sound way.
- Disposing of hazardous waste (e.g. fluorescent light tubes, energy saving bulbs etc) at approved waste disposal / recycling sites.

Paper, Printing and Photocopying

- Double sided printing and photocopying.
- Printers set at “reduced toner”.
- Use of electronic storage to minimise the requirement to print and copy.
- Re-use of scrap paper for note taking and printing internal documents.
- Intranet system to hold internal policy and process documents to reduce the need for printing multiple copies of internal documents.
- Use of recycled paper products wherever possible.

Energy usage:

- Thermostats for heating set correctly.
- Lights and equipment turned off when not being used and equipment never kept on “standby”.
- Use of low energy bulbs and fluorescent tubes.
- Turn thermostats down in areas that need less heat (e.g. store rooms) and outside of working hours.
- Ensure that heating and cooling do not operate simultaneously (e.g. windows and doors kept shut while heating/air conditioning is on).
- In winter close blinds after dark to reduce heat loss.
- Maximise use of natural light through sensible office layout.
- Water coolers and boilers connected to timer switches so that they are not constantly in use over evenings and weekends.

Meetings, transport and company car usage:

- All company vehicles to be full electric or hybrid options.
- Determine if travelling to a meeting is necessary; use telephone / conference call facilities when possible to avoid un-necessary travelling.
- If a meeting is necessary, public transport should be used where possible.
- Car sharing is encouraged.
- Provide sustainable driving advice to staff to include:
 - Limiting the time the engine is idling when the car is not being driven.
 - Avoiding rapid acceleration and heavy breaking to reduce fuel consumption.
 - Where possible encouraging the purchase / use of economical vehicles.
 - Ensuring company cars are serviced regularly and tyres are at the correct pressure.

Purchase of consumables:

- Ensure purchasing decisions include evaluation of suppliers’ environmental credentials and adherence to appropriate legislation, regulation and codes of practice including those acts that do not relate directly to the business of the Organisation.
- Commitment to trading with suppliers that are local or recognised as “fair traders”.

Policy Implementation, Monitoring & Checking

The appointed Director is responsible for co-ordinating and updating the environmental policy and ensuring that it is communicated to all employees. Responsibilities will also include:

An annual audit of the company's activities.

- An annual assessment of the company's energy consumption together with observations on how this may be reduced without impacting the needs of the business.
- Implementation and review of environmental criteria for procurement of consumables and auditing this to ensure the most environmentally friendly choices are made.
- Provision of facilities for segregation and recycling of waste.
- Training and communication to staff in all aspects of the policy.
- Establishing and monitoring environmental records including audit results, progress and corrective action.
- Meet or exceed all the environmental compliance obligations that relates to the Organisation and identify any new or forthcoming environmental regulation.

Communication of the Policy

The Organisation will continually raise environmental awareness within the Company through the development and training of its employees and will communicate openly and consult with customers, suppliers and other stakeholders on relevant environmental matters.

All employees and workers of the Organisation are expected to comply with any Environmental Policies and Procedures that are in place. Deliberate disregard of Environmental Policies and Procedures will be considered a disciplinary offence.

The Organisation fully supports any Environmental Policies and Procedures implemented by its Clients and we will ensure that any staff supplied are briefed in respect of such policies that Clients have in place. To ensure that this is maintained, we will obtain copies of policies and guidelines in operation with our clients.

Review

This policy will be reviewed regularly and may be altered from time to time in light of legislative changes or other prevailing circumstances.

Signed:



Christopher Coyle, Director.

Date: 1st March 2026.