



## ENVIRONMENTAL POLICY

We are committed to improving environmental performance across all of our business activities, and encourage our business partners and members of the wider community to share that commitment.

Our key environmental impacts are in the areas of waste and energy and so at CourtHeath Consulting we:

- Adopt the highest environmental standards in all areas of our operation
- Minimise waste through efficient use of materials and inputs
- Use sustainable or recycled products where possible
- Encourage employee involvement in waste minimisation
- Adopt an environmentally sound transport strategy
- Continually assess the environmental impact of all our operations

In our everyday activities we **minimise waste** including paper, water, energy and fuel. We switch off office lights when the facilities are not in use. We reduce heating to the minimum acceptable levels and switch off electrical equipment when it's not needed. We have upgraded office lighting to energy efficient LED technology lights to **reduce energy consumption**.

Our employees frequently cycle to work or use public transport. For taxi trips, we have recently changed our regular taxi service to a **hybrid vehicle** lowering fuel consumption considerably.

We maximise use of recycled products where possible, in particular paper. We recycle waste including confidential documents recycled through our secure **recycling service provider**. We also dispose of e-waste responsibly through special collections and depots. We practice environmentally responsible purchasing by considering the packaging, air miles, whole of life energy use and embodied energy of our purchases.

At CourtHeath Consulting we have an action plan to ensure we deliver each of our environmental policy objectives.

We annually review our performance to these objectives to promote **environmentally responsible** ways of operating our business.



## United Nations Global Compact

In November 2015, CourtHeath became a participant in the United Nations Global Compact, the world's largest corporate social responsibility organisation. This means, along with 8,000 other organisations across 170 countries, we are formally committing our business to promote and uphold the global standards represented in the UNGC Ten Principles covering the areas of human rights, labour rights, environmental sustainability and anti-corruption:

### Human Rights

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.

### Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

### Environment

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

- Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.