



Office Environment

- Internal and external office lighting is LED with controls.
- Segregated waste streams.
- Elimination of single use plastic for drinking cups.
- Use of 'A' rated white goods in office and on site.
- Gold Members of the Mental Health Charter.
- Designated Mental Health first aiders.



Procurement

- We are developing an inclusive and sustainable procurement policy in accordance with ISO20400.
- We aim to use local suppliers and labour for each project, where reasonable and practical.



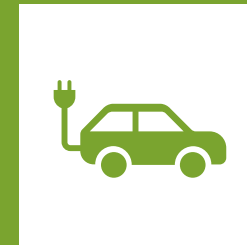
Education

- Gold members of the 5% club.
- Supported staff technical knowledge development.
- We have a strong apprentice scheme.
- We conduct career and education awareness events.
- We provide CIBSE approved CPDs.



Charity

- We encourage and support our employees to volunteer in local charitable and community oriented activities.
- We support and contribute time and donations to a designated charity.



Transport

- We are changing our fleet over to plug in and hybrid company vehicles.
- On-site vehicle charging facilities.
- Provision and promotion of video conferencing across all offices.



Carbon impact

- We are proud SILVER members of the Supply Chain Sustainability School.
- We are monitoring our Scope 1, 2 and 3 carbon impact and annually publish our Streamline Energy and Carbon Report.

