

# Environmental Management Policy



We recognise that our activities present a low risk to the environment. However, we aim to maintain the highest standards of environmental care, for both Company and Client.

This will be achieved by:

- Increasing and maintaining a high level of environmental awareness of all employees so that environmental protection becomes a collaborative effort.
- Senior Management demonstrating a commitment to environmental protection by active involvement and providing adequate resources.
- Complying with all relevant environmental legislation, guidance and good practice.
- Adhering to our client's own environmental policies and procedures.
- Pro-actively monitoring and developing innovative means of minimizing environmental impact by preventing pollution.
- Encouraging close liaison with the enforcing authorities, such as the Environment Agency and Local Authority.
- Assessing the impact on the environment from all aspects of our operations to ensure that all suitable and statutory preventative and protective measures are taken to protect the Environment.
- Development and implementation of arrangements to support this policy statement, based on continuous improvement.
- Monitoring, measuring and reviewing all arrangements against objectives to ensure they remain effective and current with changing legislation and knowledge.
- Communicate both internally and externally to the public, our neighbours and all other interested parties
- To maintain effective environmental management, we require the full support and co-operation of all employees and contractors, suppliers and Sub-Contractors and for them to share these Company values as common beliefs.

**Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LIMITED**



**Date: March 2024**