



Environmental

Policy

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Contents

1. Introduction	1
2. Commitment	1
3. Review	2

1. Introduction

S-RM recognises that its business activities interact with the environment in a variety of ways. S-RM realises that it has a responsibility to help protect the environment wherever it has an opportunity to do so and be a responsible neighbour. This responsibility goes beyond legal and regulatory requirements and reflects the company's values.

2. Commitment

S-RM is committed to communicating this policy to its personnel, clients and supply chain whilst looking to integrate environmental controls into all business operations and decision making. As such, S-RM is committed to:

- Considering the environmental and ethical impact of purchasing decisions and purchasing from environmentally aware suppliers wherever possible;
- Training and motivating personnel to work in an environmentally and socially responsible manner;
- Reducing the consumption of resources through the use of electronic media wherever possible;
- Managing and disposing of all company waste in a responsible manner;
- Monitoring and reducing pollution caused as a direct or indirect result of our business operations wherever possible;
- Using all suitable opportunities to influence colleagues, clients, partners and suppliers to improve their own environmental performance;
- Complying with all applicable legislation and regulation which relate to S-RM's environmental impacts; and
- Minimising energy consumption, through collaboration with relevant stakeholders including landlords and building management and encouraging personnel to use equipment and resources in an economical manner.

S-RM will achieve these commitments through the following means:

- The implementation and maintenance of an Environmental Management System which is compliant with the requirements of ISO 14001:2015;
- Developing specific processes which identify the aspects of the company's business which have an environmental impact and quantifying the significance of each aspect;
- Setting measurable targets and objectives in relation to monitoring environmental performance and reducing environmental impact;
- Reviewing the Environmental Management System, Environmental Policy and environmental targets and objectives at planned intervals to ensure that they remain appropriate to the nature and scale of S-RM's business activities and services;
- Actively seeking opportunities for continual improvement of the S-RM Environmental Management System and encouraging colleagues, clients, partners and suppliers to do the same; and
- Ensuring that all S-RM personnel, partners and suppliers are aware of their responsibilities in relation to the S-RM Environmental Management System.

3. Review

S-RM will review this policy annually to ensure that it reflects the needs of the business.