

ADAS Sustainability Policy



What Sustainability Means To Us:

- To achieve a sustainable balance between the current and future needs of our business and those of society and the natural environment.

Our Aims:

- To effectively implement the 'three pillars' of sustainability (Environmental, Economic and Social) within our operations.
- Minimise the environmental impacts of operating practices.
- Continue to be a profitable business.
- Support employees and local communities.

Our Action: Environmental

- Take all reasonable steps to minimise adverse environmental impacts and generate positive impacts whenever possible
- Manage energy and water usage effectively and efficiently.
- Quantify and annually report greenhouse gas emissions (Scope 1, 2 and 3).
- Reduce business travel related greenhouse gas emissions.
- Effective waste management to maximise proportions sent for recycling, minimise that sent for landfill and reduce office waste overall.
- Sustainable communications, including use of telephone and video-conferencing.
- Ensure compliance with relevant environmental legislation.
- Environmental risks for client projects are assessed and managed.
- Regularly review environmental aspects at office locations and consider environmental factors when selecting new office locations.

Our Action: Economic

- Continue to be a profitable business.
- Provide value for money services to clients.
- Diversify product offers to meet changing market demands, thereby maintaining profitability.
- Creation of working partnerships with clients and suppliers.
- Carry out client satisfaction surveys.
- Continually improve operational efficiencies and drive down costs.
- Identify and manage business risks.
- Implementation of a sustainable procurement and purchasing policy ensuring products (including timber and wood-derived) are obtained from legal and sustainable resources.

Our Action: Social

- Provision of healthy and safe working environments for all employees, contractors, visitors and others who may be affected by our operational activities.
- **Helping Hands Scheme** - The company provides support for eligible good causes by allowing staff to work for their nominated good cause during normal working hours.
- **Charity Support Scheme** - The company will financially contribute to eligible fundraising initiatives by staff and key clients on a part match funding basis.
- Actively encourage staff career progression.
- Carry out staff satisfaction surveys.

Responsibilities:

We are fully committed to the implementation of this policy, for which I take overall responsibility. We will work with our employees in order to achieve the policy objectives described. The policy is periodically reviewed so that it continues to be effective and relevant to the business.

A handwritten signature in black ink, appearing to read 'I. Strudwick', with a long horizontal flourish extending to the right.

Ian Strudwick
Managing Director
RSK ADAS Limited

PS24 Edition: 06
January 2018