



Environmental and Sustainability Policy

All who work for pod LLP are committed to caring for the environment, reducing levels of pollution, using natural sources efficiently and complying with all applicable legal requirements.

We endeavour to:

- Reduce, as far as possible, waste production and recycle, where possible.
- Ensure optimised energy efficiency.
- Monitor and moderate the environmental impact of the company, in order to optimise efficiency.

Those who work for pod LLP are encouraged to adhere to the following:

- Electricity use is to be kept to a minimum, with all unused equipment turned off.
- Public transport is to be used whenever possible.
- If a car journey is unavoidable, staff are encouraged to use Zip Car.
- Printing paper usage is monitored and all completed reports printed only if required.
- All paper, mixed recyclables, printer toners and batteries to be recycled via the agreed system.

To ensure that all suppliers are considered in light of sustainability we require information regarding their Environmental and Sustainability Policies which are evaluated and noted prior to approval.

To encourage use of public transport pod covers the cost of travel from work to home for all staff members.

All pod Partners and employees are encouraged to adhere to the policy whilst working with clients and to actively contribute to improving the environmental impact of the company.

The policy and performance of the environmental management system is subject to periodic reviews to ensure it is effective in meeting business needs.

Environmental and sustainability objectives and improvement programmes are defined and monitored within the company and regularly reviewed to identify opportunities for improvement.

This policy is deployed through our quality and environmental management system that has been established, documented and implemented to fully conform to ISO 14001:2004.

The systems defined have our active full support. They are under continual review and improvement, however once defined are mandatory for all personnel.

Partners:

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Hannah Breitschädel

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Stuart Buckley

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Matt Carroll

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