

Covert Protection Ltd recognises the important link between the UN's Sustainable Development Goals, and the associated health and environmental impacts on our society, now and in the future from climate change. To help mitigate this risk, we will develop all our sustainable assets – environmentally, economically and socially. Achieving our objectives in a sustainable and low carbon way is critical to the collective improvement that is needed in meeting the requirements set out in this policy and our strategy document, the Sustainable Development Management Plan (SDMP).

By implementing and embedding our sustainable development strategy we will endeavour to continually improve our environmental performance, whilst progressively reducing our overall environmental impact.

We will:

- ensure compliance with all relevant UK government environmental policies, legislation and guidance
- ensure that sustainability is considered in all Covert Protection policy decisions
- identify, assess and manage environmental risks to our staff, and others, affected by our activities
- focus on the way we do business, including our role in coordinating science, policy, actions, and advocacy in this area
- undertake environmental compliance audits to ensure the organisation is meeting its legal and environmental management obligations
- reduce our carbon impact in line with the government's and our own Net Zero Carbon agenda, developing and implementing strategies for water, waste, energy, transport and procurement, where appropriate
- assess and include sustainable options for all new and refurbished developments as an integral part of our estate's strategy
- expect our suppliers and contractors to demonstrate a high standard of environmental performance and social value
- ensure continual improvement of our environmental performance, through the implementation of a dedicated Environmental Management System, and our SDMP
- allocate reasonable resources to support this policy

Roles and responsibilities

Company Director

The Company Director will provide demonstrable leadership in the implementation, effective operation and continuous improvement of the Covert Protection Ltd's environmental management and its associated arrangements.

Managers

Managers are the driving force behind the implementation of the Covert Protection Ltd's environmental policy. Managers have a responsibility to understand the important role they play in endorsing Covert Protection Ltd's policies and future-plans. They must support staff involved in the sustainability delivery programme whilst recognising the environmental interfaces within their areas of responsibility.

Sustainability Leads

Sustainability Leads will be nominated to those areas of the organisation which have an identified or specific environmental impact. They will be responsible for co-ordinating the efforts of their local Environmental Working Groups, where applicable.

External consultants and auditors

External consultants and auditors will be utilised when specialist expertise (not available in-house) is required. Relevant financial procurement controls shall be used in these circumstances

Staff

All members of staff are expected to comply with Covert Protection Ltd's Environmental Policy and the associated management arrangements, and to comply with identified practices and procedures. It is important that all members of staff develop an awareness of the environmental impact of their activities.

Training

All staff will receive mandatory training with relation to this policy. This specific training will be undertaken by all members of staff on a 3-yearly basis. Access to this training will be via **Covert Protection**.