



Environmental Policy

Date: 1st January 2009

The Cartwright Group

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Our Mission Statement

The Cartwright Group is committed to this environmental policy.

It is our aim to achieve environmental best practice for all activities, to make best use of resources, to minimise waste in order to lessen our impact on the environment and to provide comfortable and healthy surroundings in which to work.

We will achieve our objectives by working in partnership and through the individual action of staff.

Our Environmental Commitment

The Cartwright Group recognises its statutory responsibilities under the Environmental Protection Act 1990 to ensure that, as far as is reasonably practicable, all activities associated with its offices will be undertaken in a manner which ensures environmental care and protection and the prevention of pollution. It is our aim that our company will serve as a model for the development of environmental management systems throughout the group.

Effective environmental management requires the development of realistic and acceptable procedures that can be applied to all practices and decisions made within the operation.

This policy statement seeks to assist managers by setting objectives and by outlining the contribution that can be made by all staff.

Our Corporate Aims

It is the aim of The Cartwright Group to ensure continuous environmental improvement and, as far as reasonably practicable, that the following objectives are met:

- Indoor air quality is maintained to ensure a healthy working environment.
- Office waste is minimised.
- Energy is used efficiently to minimise harmful by-products.
- Pollution is prevented.
- Products are selected with regard to their environmental impact.
- Scarce resources are used economically.
- Selected waste products are recycled.
- Staff awareness is increased.

These objectives will be achieved only if all staff contribute by taking responsibility for the environmental impact of their own activities. Individual managers must commit to being responsible for staff actions and impacts and disseminate environmental guidance to employees. The Cartwright Group is committed to activities that will improve environmental performance across its Departments.

Operations Across The Company

Aims:

The Cartwright Group continually strives to lessen its impact on the environment by:

- Developing further Environmental Management Systems across The Cartwright Group.
- Designing, constructing and operating buildings to improve their environmental performance.
- Conserving energy, water, wood, paper and other resources, particularly those that are scarce or non-renewable, while providing a safe and comfortable working environment.
- Reducing waste through repairing, redeploying and recycling office goods and by using refurbished, salvaged and recycled products and materials, when possible.
- Monitoring discharge and emission impacts to air, land and water to assess what action is necessary to reduce pollution, or the risk of pollution.
- Phasing out ozone depleting substances and minimising the release of greenhouse gases, volatile organic compounds, vehicle emissions and other substances damaging to health and which contribute to climate change.
- Specifying environmentally friendly goods and services in tender documentation wherever practicable, thereby encouraging manufacturers, suppliers and contractors to develop environmentally preferable goods, services and disposal methods at competitive prices.
- Encouraging and developing practical trials in the workplace, to establish suitability of specified types of recycled paper, for photocopier, printer and general office use.
- Working with contractors to improve environmental performance where this is relevant to the contract and to the achievement of value for money.
- Meeting all relevant current and foreseen statutory regulations and official codes of practice and ensuring contractors do the same when working on The Cartwright Group premises.
- Developing and maintaining, emergency procedures for dealing effectively with significant hazards and limiting the risk to health and the environment.
- Rolling out green initiatives to enhance the environmental performance of buildings in The Cartwright Group.
- Training and motivating staff and contractors to work in an environmentally responsible manner and to play a full part in developing new ideas and initiatives.
- Informing staff of environmental policies, best practice, scientific advice and encouraging co-operation with others in the public and private sectors to develop and promote environmentally sound practices.

The Cartwright Group

The Environmental Policy Statement

This policy statement sets out our environmental commitments.

It is underpinned by the individual Environmental Policy Statements of each Department of The Cartwright Group, and a wide range of programmes and activities designed to reduce our harmful impact on the environment. Everyone working for The Cartwright Group or on our behalf is urged to support this statement.

This policy statement updates and replaces all previous statements. The persons listed below will review it regularly and, if necessary, a revised version will be issued to reflect the latest developments. The Cartwright Group will communicate this policy and any developments in an appropriate and effective way.

Introduction

Organisations of all kinds are, increasingly, determined to achieve and demonstrate sound environmental performance by controlling the impact on the environment of their activities, products and services. They do so in the context of growing environmental awareness, increasingly stringent legislation, and other factors promoting environmental protection and best practice.

The Cartwright Group are concerned about the environment and recognise that good environmental management must be an integral and fundamental part of our corporate business strategy.

Scope of Policy Statement

This statement applies to all parts of The Cartwright Group. It covers all buildings, goods and services used and provided by the Departments and everyone working for us. It covers the immediate impacts of our activities and policies.

It excludes:

- Indirect impacts of policy, taxation and enforcement that we cannot control or influence;
- Our suppliers impacts that we are unable to influence; and
- Issues that involve national security.

Environmental Commitments

This policy supports the United Kingdom's strategy for sustainable development. It sets out a programme of continuous improvement to reduce the harmful impacts of our operations on the environment and to prevent pollution. In the course of our operations and within resource constraints, we will improve our environmental performance by:

Resources

Conserving energy, water, wood, paper and other resources, particularly those that are scarce or non-renewable, while still providing a safe and comfortable working environment.

Reducing waste through re-use and recycling and by using refurbished and recycled products and materials where such alternatives are economical and suitable.

Ensuring that any products used or derived from wildlife, such as timber and plants, are from sustainable sources, and comply with EU and international trading rules such as CITES (the Convention on International Trade in Endangered Species).

Pollution

Monitoring relevant discharges and emissions to air, land and water to assess what action is necessary to reduce pollution or the risk of pollution.

Phasing out, where practical, ozone depleting substances and minimising the release of greenhouse gases, volatile organic compounds, vehicle emissions and other substances damaging to health and the environment.

Management Regulations

Meeting, and in some cases exceeding, all relevant, current and foreseen statutory regulations (including the Environmental Information Regulations), official codes of practice and other requirements that we adopt; specifying contractors do the same when working on our premises. Developing and maintaining, emergency procedures for effectively dealing with significant hazards where they exist and limiting the risk to health and the environment;

Management Communication

Communicating openly with staff and other stakeholders; educating, training and motivating our colleagues, and relevant others, to encourage them to support our environmental programmes and jointly develop new ideas and initiatives;

Responding appropriately to reasonable external requests for environmental information.

Management Purchasing

Encouraging manufacturers, suppliers and contractors through our contracts and other means to improve or develop environmentally preferable goods and services at competitive prices.

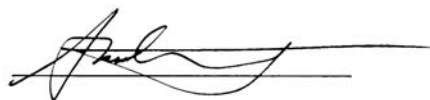
Management Estates

Ensuring, where practicable, that buildings occupied by us are designed, constructed and operated to optimise their environmental performance.

Management Environment

Demonstrating that, where relevant, environmental issues are considered when making decisions, planning and developing policy, programmes and projects.

Monitoring progress against the environmental aim and other indicators and producing a regular report for internal and external consumption.



Signed: JOHN CARTWRIGHT (DIRECTOR)

DATE: 1st January 2009