



Environmental Policy Statement of City Change Management

City Change Management recognises that its operations have direct and indirect impacts on the environment and the company therefore sets out to minimise these impacts and operate in an environmentally responsible manner. The company also seeks to ensure that all its activities fully comply with relevant environmental legislation and industry codes of practice. To deliver this policy company shall:

- Integrate environmental considerations into all business operations.
- Ensure the prevention of any pollution by virtue of the company's activities through appropriate training, education and communications
- Ensure the maintenance of emergency procedures to deal swiftly and effectively with any significant environmental incidents that may arise in the course of business operations
- Regularly conduct environmental reviews and set targets for continuous environmental improvement
- Encourage all staff and non-employed freelancers to perform in an environmentally responsible manner and promote individual good practice.
- Make efficient and environmentally responsible use of energy, water and other natural resources.
- Minimise waste production by reduced consumption and re-use or recycling wherever possible.
- Where appropriate, encourage dialogue relating to environmental improvements with suppliers
- Endeavour to improve the environmental efficiency of the company's own transport and travel.

All employees are responsible for and have a duty to work towards the principles contained within this policy.

This policy is achieved through the implementation and continuous development of an Environmental Management System that is modeled on the international Standard ISO 14001:2004.

The management ensures that this policy is communicated to all staff and freelancers working on behalf of the company.

T Bretman, Company Director