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Document owner	Chief Executive	Approved By	Chief Financial Officer
Title	Neuven Environmental Policy		

## Environmental Policy

Neuven are a specialist neutral vendor, auditor and training provider in the temporary staffing market, supporting organisations which utilise agency labour or bank staff.

Neuven recognise that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our adverse environmental impact and continually improving our environmental performance. We will encourage customers, suppliers, and other stakeholders to do the same.

To help us achieve this, we have implemented an environmental management system (EMS). Our EMS is based on international standard ISO 14001 and is externally certified.

Our biggest impact on the environment is business travel which we closely plan and monitor, during 2020/21 this was significantly reduced due to travel restrictions. Where we can, and where the Client agrees, we continue to use technology platforms to hold business meetings to reduce business mileage, as an alternative to travel. We will also promote sustainable travel options to our staff and stakeholders, promoting the use of car sharing and public transport where travel is necessary.

We also have provided employees with access to an Electric Vehicle Scheme.

We are also committed to reducing the impact of our office activities by minimising the amount of paper used, increased recycling, disposing of our waste in a safe and responsible way, and sound energy conservation.

We will provide all staff with relevant environmental training so that they can all act as responsible stewards of the environment.



John Simmonds CEO