



Environmental & Sustainability Policy

BMR recognises and appreciates the importance of environmental and sustainability awareness throughout our business and are committed to delivering our services both responsibly and considerately.

We operate in accordance with this Environmental & Sustainability Policy (which is a working document inducted and issued to all staff).

We work collectively with our network of suppliers and specialist sub-contractors to source and review sustainable products and new technologies and pass efficiencies on to our clients. We additionally seek to work collaboratively with our clients and suppliers to support their own sustainability targets, agendas and initiatives.

1.0 Environmental Statement

We undertake to:

- Set objectives and targets to minimise waste, energy consumption, raw material use, pollution and transport and encourage recycling
- Monitor and assess our environmental impact and performance and develop systems and programmes that enable us to continually improve
- Use our expertise and experience to promote and encourage environmentally friendly solutions in both the design and construction processes
- Undertake Environmental Risk Assessments and audits on all our contracts to identify, manage and minimise any negative impact
- Encourage staff and sub-contractors to input suggestions and initiatives for protecting the environment from our work activities
- Ensure our clients and suppliers are aware of our policy, encourage their support of our principles and look to work collaboratively in achieving collective sound sustainable management practices
- Support sustainability in the local economies and communities we work in and contribute to initiatives
- Train and educate our staff and sub-contractors on the company commitment and encourage a culture of awareness and proactivity both in the workplace and elsewhere
- Comply with all of the international standards, legislation and any other requirement from interested parties. in respect of our activities
- Promote efficient purchasing, which will minimise waste and allow more recycling e

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- Work with our clients and supply chain to develop more sustainable methods and alternatives to project solutions and delivery
 - Stay abreast of design, construction and environmental developments and implement changes and training accordingly
 - Recognise and encourage the contribution every employee can make towards improving environmental performance
 - Undertake regular reviews of this policy and examine options for continual improvement

2.0 Initiatives and Targets

2.1 *Pollution*

- We will seek to minimise environmental pollution and CO2 emissions throughout our business, essentially complying with the Environmental Protection Act and other UK/EU statutes and legislative guidelines
- We will educate staff on how to avoid harming the environment and encourage them to report any potential environmental hazards to their Line Manager
- When purchasing or hiring plant, transport and equipment we will take into account emissions and consider more energy efficient and environmentally friendly options

2.2 *Waste*

- We will seek to minimise waste generated across our business and re-use and/or recycle as much as possible prior to disposal
- All sites will be environmentally assessed at pre-contract stage and Site Waste Management Plans created
- We will measure and benchmark our waste against Key Performance Indicators (KPIs)
- We will segregate all waste both from site and Head Office and ensure it is removed and recycled by appropriately licenced carriers

2.3 *Energy*

- All staff will be briefed and tasked with seeking to minimise energy consumption at induction stage and via posters and memorandum
- All electrical equipment (for example, workstations, mobile phones/ chargers and lights) will be switched off when not in use or overnight (when it is practical to do so)
- We will seek to minimise our energy consumption through the procurement of more energy efficient equipment and fittings



- Installing timer and thermostatic controls at Head Office for heating and water
- We will negotiate with our landlords to promote energy efficiency within the office complex and encourage them to consider installing energy efficient equipment
- Heating and ventilation will be used effectively and efficiently with seeking to minimise energy consumption in mind.

2.4 Vehicles, Equipment & Machinery

- Future purchasing of a fleet of low emission diesel vehicles, Euro IV or Euro V compliant
- Undertaking regular inspections and maintenance of equipment and vehicles to improve energy efficiency, seek to minimise waste and avoid breakdowns
- Investing in energy-efficient machinery, equipment and systems

2.5 Procurement/ Supply Chain

- Sourcing products and services from local suppliers and sub-contractors
- Seeking more sustainable suppliers and products and instigating partnerships and charters
- Seeking to minimise the amount of office supplies we use wherever possible. Excessively packaged goods will be avoided and materials will be purchased in bulk wherever possible to minimise transit packaging and journeys made by the supplier
- We will look at the environmental criteria of new office supplies and, wherever possible, buy environment-friendly products. Fair trade considerations will be taken into account where such information is available.

2.6 Water

- Installation of a water meter on all sites
- Promotion of water usage awareness amongst staff

2.7 Recycling

- Minimising the use of paper and other office consumables, for example, by double-sided all paper and identifying opportunities to minimise waste
- Recycling office equipment (mobile phones and other obsolete office equipment) and returning to an appropriate company used toners and cartridges
- Creation of a recycling centre at Head Office for all office and site waste

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- All paper and other products that can be recycled will be routinely collected for recycling, preferably using local facilities. We will refill and reuse old printer cartridges and only buy new ones when absolutely necessary. When buying new products, their long-term re-cycle potential will be taken into account
 - We will seek to minimise the amount of paper used in the office and use alternative methods where possible (for example, sending faxes electronically). We will seek to only buy recycled and recyclable paper products where financially and functionally viable.

2.8 Travel

- Avoidance of physical travel to meetings or client visits where alternatives are available and practical, such as teleconferencing, video conferencing or web cams.
- Where travel is necessary, encouraging car sharing or public transport
- Seeking to minimise the need for staff to travel by supporting alternative working arrangements, including home working, car pooling and promoting the use of public transport, bicycles or walking as a means to travel to Head Office
- We will endeavour to promote environmentally friendly forms of transport wherever possible, and consider developing incentives to cyclists and those who use public transport.

2.9 Stakeholders

- Advising clients, end-users and staff on the availability and benefits of more energy efficient and sustainable fittings and products (for example, energy saving lamps)
- Educating staff on environmental awareness through training and supervision and encouraging a sustainable approach to working
- Working with suppliers and manufacturers to research and promote new technologies
- Working in partnership with clients and end-users on sustainability initiatives and charters
- Employment of a local labour force

3.0 Responsibilities

All Directors are responsible for the implementation of this policy under guidance from specialist consultants. All BMR staff are responsible for delivering their roles and responsibilities in full accordance with the guidelines set and training provided.

4.0 Communication

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This policy and the company procedures are inducted to all staff upon joining BMR with updates provided thereafter dependent upon any changes including legislation, working practice and training. Copies of this policy will be available at Head Office and on each site for reference to all stakeholders.

Staff will be environmentally trained in accordance with their role and responsibilities.

5.0 Audit, Monitoring & Review

All BMR operations, both site and Head Office based are subject to environmental audits and inspections. These are to be carried out as standard on a scheduled basis and as required (dependent on influences such as changes to legislation, working practice, project specifications or changes to the work environment).

This policy and statement will be reviewed on an annual basis (or sooner) to ensure that environmental issues arising from new developments either within the company, the wider community or legislation, are taken into consideration. We will liaise with our specialist consultants and take advice on current best practice so that we can incorporate positive changes and targets into our business procedures.

Signatures

Thomas McDowell
Director

Dated 21st April 2015

Environmental & Sustainability Policy Revision History

<i>No.</i>	<i>Chapter</i>	<i>Date</i>	<i>Amendment details</i>
01.00	All	First published version in accordance with ISO 14001:2004	21 st April 2015