

## Environmental & Sustainability Policy

### Introduction

At Elite Pest Management Ltd, we are passionate about protecting the environment and preventing pollution through the services we deliver, our internal processes, and the management of our supply chain.

We recognise our environmental duties under the Environmental Protection Act 1990 and the Waste (England and Wales) Regulations 2011.

We recognise that we all have a responsibility to adopt an environmentally and socially responsible approach to both existing activities and potential new developments.

We recognise that we have the potential to enhance the environment both through the management of our own business processes, and through the creation of innovative solutions to address the complex climate change and environmental issues our planet is facing.

### Scope

This policy relates to how the products, services, and operations within Elite Pest Management Ltd and across our supply chain will be continually improved, enabling us to integrate environmental and social considerations into our everyday practices and make a positive contribution to society.














### Purpose

We acknowledge that Elite Pest Management Ltd has potential impacts on people and the environment through our operations and supply chains. Through this policy we:

- 🌀 Commit to comply with applicable law in all our operations.
- 🌀 Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in our own or other countries.
- 🌀 Commit to minimising our impact on the environment and maximising the effective use of resources.
- 🌀 Commit to fostering responsible environmental behaviour amongst staff at all levels.
- 🌀 Commit to minimise risks and impacts through processes and systems to implement, measure and monitor environmental and social performance.
- 🌀 Commit to increasing communication and awareness of our efforts.







## People

EPM Ltd will:

-  Comply with legislation such as the Modern Slavery Act 2018 and the Bribery Act 2010.
-  Provide a safe and healthy workplace.
-  Support diversity and inclusion.
-  Supporting the surrounding community by employing local people where possible.
-  Create valuable opportunities for the development of skilled local workers.
-  Engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry, and government.
-  Avoid harming the lives of local people.
-  Support local businesses to ensure they are prepared for and provided with opportunities to participate.
-  Encourage our employees to volunteer via programs organised internally or externally.
-  Support local charities by donating time e.g. staff participation in volunteering days.
-  Look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other.
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-  Promote long-term economic benefits within communities.

## Environmental

EPM Ltd will:

-  Comply with all laws governing the environment.
-  Strive to better understand both the direct and indirect impact that our practices may have on the environment.
-  To minimise or offset our impact to the global environment, on local communities and wildlife.
-  Work towards the conservation of energy, water, and resources in all our operations.
-  Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
-  Lessen our environmental impact by purchasing environmentally friendly products and services.

- 🌀 Take steps to continually improve environmental performance.
- 🌀 Protect and support biodiversity.
- 🌀 Conduct audits, evaluations, and self-assessments of the implementation of this policy.
- 🌀 Work with our entire supply chain to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- 🌀 Be an environmentally responsible neighbour in our community.
- 🌀 Promote environmental awareness throughout all operations of the company.
- 🌀 Foster a sustainably aware culture, where responsibility is assigned and understood.
- 🌀 Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

## **Economic**

EPM Ltd will:

- 🌀 Consider and support sustainability initiatives with a strong business case.
- 🌀 Integrate sustainability into our existing business models, accounting, and reporting.
- 🌀 Add value to our products and services to support sustainability markets.
- 🌀 Reduce operating costs through improved resource management e.g., water, waste, energy, carbon, and employee engagement.
- 🌀 Manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- 🌀 Reduce reputation risks and communicate actions.

For EPM Ltd to achieve these objectives, employees must understand their duty, while at work, to take reasonable care of the environment. Employees should also co-operate fully with EPM Ltd or anyone else concerned, to ensure that their legal and moral obligations are fulfilled.

**Mick Kilburn**  
Managing Director