


Company Name:	Mando Solutions Limited ("the Company")
Policy Name:	Environmental Policy
Policy Reference Number:	P003
Version:	4.0
Written by:	Lucy Herlihy
Position:	Consultant
Authorised by:	Rachel Corcoran
Position:	Director
Signature:	
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The Company recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment and we encourage our clients, suppliers and other stakeholders to do the same.

The Company is aware that our business activities result in the use of energy and water, the generation of waste and transport emissions. We will comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner and we will strive to continuously improve our environmental performance.

It is the Company's declared policy to carry out all measures reasonably practicable to meet, exceed or develop all necessary desirable requirements, and to continually improve environmental performance through implementation of the following:

The Company will aim to:

1. Training of employees in environmental issues;
2. Reduce and/or limit the production of pollutants of water, land and air;
3. Promote the use of recyclable and renewable materials;
4. Minimise the generation of waste and implement/promote recycling;
5. Minimise material and energy wastage;
6. Control noise emissions where possible;
7. Minimise pollution and promote greener transport options;
8. Minimise the use of environmentally damaging chemicals;
9. Purchase and promote the use of greener office and cleaning products;

10. Consider the environmental impact of any business decisions made;
11. Inform and encourage staff at all levels to act in an environmentally responsible manner and provide training where necessary;
12. Encourage feedback from staff on improvements and feed these into the policy;
13. Designate appropriate resources in order to implement, monitor and continuously improve the policy;
14. Communicate and promote environmental conformance of sub-contractors;
15. Make this policy available to any interested external parties and to employees;
16. Continually improve and monitor the environmental performance of the company and report these to interested parties.

This policy is communicated to employees, suppliers and sub-contractors and is made available to the public. When reviewing the Environmental Policy we will ensure that it:

1. Is appropriate to the nature, scale and environmental impacts of its activities
2. Includes a commitment to continual improvement and the prevention of pollution
3. Includes a commitment to comply with the relevant environmental legislation and regulations, and with the other requirements to which the Company subscribes.
4. Provides the framework for setting and reviewing environmental objectives and targets
5. Is documented, implemented and maintained and communicated to all employees and others;
6. Is available to the public and other interested parties

For the execution of this statement, the following Company arrangements apply:

The Director supported by the Management Team, as defined in the Company Structure, is responsible for the implementation of this statement and, in addition, ensures that:

1. Work is carried out in accordance with all relevant acts, regulation and this statement, as defined in the Health & Safety Policy and the integrated management system;
2. Waste produced is removed in accordance with legislation by registered carriers to licensed disposal sites
3. All reasonable measures are taken to control all forms of pollution
4. A "Good Neighbour" Policy is implemented
5. Ozone depleting gases, including CFC's and halon are not released
6. Wildlife, flora and fauna, archaeological and heritage remains are protected
7. Material waste is minimised, recycling is promoted and energy conserved
8. Environmental incidents are investigated, recorded and preventative action taken

The Directors will be responsible for implementing the above objectives, reviewing progress and continuously updating this policy as necessary. The Company will review this policy periodically and publish the results on the website and within the company policies and procedures.

Appendix 1: Revision History:

Version	Revision Required
1.0	Written and issued
2.0	Template updated in line with company branding
3.0	Template updated in line with company branding
4.0	Template update, policy number change