



New Directions Environmental Policy

Introduction

The New Directions Group aim to be an environmentally friendly organisation and it is our intention to promote a policy that is focused on being green-aware. A culture will be fostered within the organisation that ensures all employees understand they can make a significant contribution to being an environmentally friendly and green-aware organisation.

The New Directions Group's policy is to comply with or exceed the requirements of environmental legislation and regulation.

Since 2013, the Group has held ISO 14001 (Environmental Management) certification at our Cardiff Head Office. In April 2022 the New Directions Group pledged to reach Carbon Net Zero by 2050.

Policy

The New Directions Group recognises its responsibility as a business to protect the environment and takes an eco-friendly approach to its business practices. We will review and explore measures for the reduction of volumes of all waste materials generated by the Group;

We will monitor and manage carbon emissions through:

- A carbon reduction plan, approved by Senior Management
- Benchmarking of business emissions and waste
- Reduction of direct and indirect emissions, where possible
- Use of eco-friendly resources, where possible
- Review of external parties, such as suppliers and providers, and their environmental policies and practices

Carbon Net Zero will also be achieved through:

- Continued certification of ISO 14001:2015
- An integrated quality and environmental management system
- Continued eco-conscious business practices
- Identified opportunities for improvements to business practices
- Engaging in environmental initiatives
- Supporting the local community



- Conformance to environmental legislation
- Communication to employees of New Directions' environmental objectives and employee responsibilities

Benchmarking will be managed by New Directions' Eco Committee, who are responsible for establishing a benchmarking schedule, identifying initiatives and opportunities the business may engage with to support carbon reduction, representing employees and reporting on progress to Senior Management.

The Group Senior Management are committed to achieving carbon reduction goals, supporting local communities and ensuring continual improvement of the environmental management system.

The New Directions Group will ensure that all employees are made aware and have access to a copy of this environmental policy. The organisation will regularly review the policy to ensure that we are a green-aware and environmentally friendly organisation.