



ENVIRONMENTAL POLICY

Heaps + Stacks LTD recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. We will encourage customers, suppliers and other stakeholders to do the same.

RESPONSIBILITY

Keziah Wildsmith, Director, is responsible for ensuring that this environmental policy is implemented, however, all employees have a responsibility in their area to ensure that the aims and objectives of this policy are met.

POLICY AIMS

We endeavour to:

- Comply with all relevant industry requirements.
- Continually improve and monitor environmental performance via using the B Corp scoring system.
- Continually improve and reduce environmental impacts by meeting with the Heaps + Stacks green team regularly to incrementally make small changes to have an over all big impact.
- Incorporate environmental factors into business decisions.
- Increase employee awareness through training sessions, beach cleans and environmentally conscious charity partnerships.



PAPER

We will:

- Minimise the use of paper in the office.
- Seek to buy recycled and recyclable paper products.
- Reuse and recycle all paper where possible.

ENERGY AND WATER

We will:

- Reduce the amount of energy used as much as possible.
- Switch off lights and electrical equipment when not in use (lights are set on a timer to conserve energy too)
- Adjust heating with energy consumption in mind.
- Take energy consumption and efficiency of new products into account when purchasing them and we will also document the buildings emissions annually

OFFICE SUPPLIES

We will:

- Evaluate if the need can be met in another way.
- Evaluate the environmental impact of any new products we intend to purchase and favour sustainable and local suppliers over the likes of Amazon/Staples etc.
- Favour more environmentally friendly and efficient products wherever possible.
- Reuse and recycle everything we are able to.

TRANSPORTATION

We will:

- Promote the use of travel alternatives such as e-mail or video/phone conferencing.
- Make additional efforts to accommodate the needs of those using public transport or bicycle by offering a bike to work scheme and bike storage.



- Favour 'green' vehicles or taxis and maintain them rigorously to ensure ongoing efficiency.

MAINTENANCE AND CLEANING

We will:

- Use cleaning materials that are as environmentally friendly as possible.
- Use materials in any office refurbishment that are as environmentally friendly as possible and ones that will be able to be reused from events and in future office situations.

MONITORING AND IMPROVEMENT

We will:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness through training.
- Review this policy and any related business issues at monthly management meetings.

CULTURE

We will:

- Update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- Involve the team in the implementation of this policy, for greater commitment and improved performance.
- Provide the team with relevant environmental training.
- Work with suppliers, contractors and subcontractors to improve their environmental performance via regular reviews.
- Use local labour and materials where available to reduce CO2 and help the community.