



More than just a job

ENVIRONMENTAL POLICY

Local Accountable Officer:	Head of Quality and Compliance
Policy Owner:	Head of Quality and Compliance
Queries to:	Head of Quality and Compliance
Date created:	September 2021
Date of last review:	15 September 2022
Date of next review:	September 2023
Policy level (all staff or managers only)	All staff

Environmental Policy – Statement of Intent

Jobs 22 commit to achieving the highest standards with regards to environmental matters arising out of our activities.

All managers, employees and contractors have duties and responsibilities under this Policy, and in order to ensure these responsibilities are met regular reviews of environmental performance shall be carried out.

We recognise that protection of the environment requires commercial activity to be conducted in a sustainable manner. We are fully committed to best environmental practice and take responsibility across all of our business activities, and will encourage our business partners and members of the wider community to join us in this effort.

We as a company acknowledge these responsibilities and Jobs 22 is committed to implementing the actions stated by:

- Publishing our environmental policy
- Ensuring Management accepts ultimate responsibility for the achievement of the intended outcomes of this policy
- Including the requirements of this policy within our strategic business planning.
- Developing a comprehensive Environmental Management System, which ensures compliance with all Environmental Legislation, Regulations, Codes of Practice and any other Standard to which the Company subscribes.
- We have analysed the environmental aspects of our activities and have evaluated their environmental impact. From these impacts we have established clear objectives aimed at continual improvement in our environmental performance which will be monitored through periodic auditing and management reviews.
- We also remain committed to the prevention of pollution.

We recognise our key impacts to be in the areas of:

- Energy use
- Waste management and disposal
- Travel
- Local community

We will strive to manage these impacts whilst at the same time meeting all relevant legislative requirements, through:

- Ongoing review and assessment of our activities thereby identifying areas of environmental impact
- Minimisation of waste through careful and efficient use of all materials and energy, and adopting the principles of 'reduce, reuse and recycle'
- The purchase of sustainable products wherever feasible [e.g. recycled, FSC or low environmental impact products and energy from renewable sources]
- The training of employees in good environmental practice and the encouragement of employee involvement in environmental action.
- The adoption of an environmentally sound transport strategy.
- The reduction in risks from environmental and health & safety hazards for employees and others in the vicinity of our operations
- The development of solutions for environmental problems

- The inclusion of environmental and ethical considerations in investment decisions where appropriate.

The Environmental Management System will develop over time so that all key issues pertinent to Jobs 22 will be addressed. The Environmental Management System will reflect the Policy Objectives and supporting programmes.



Signed:

Date: September 2022

Ayden Sims, Jobs 22 CEO

Annex 1: Equality Impact Assessment

Jobs 22 is committed to always: avoiding the potential for unlawful discrimination, harassment and victimisation; advancing equality of opportunity between people who share a protected characteristic and those who do not; and, foster good relations between people who share a protected characteristic and those who do not.

An Equality Impact Assessment (EIA) is a tool for identifying whether or not strategies, projects, services, guidance, practices or policies have an adverse or positive impact on a particular group of people or equality group. While currently only public bodies are legally required to complete EIA's, Jobs 22 has adopted the process in line with its commitment to continually improve our equality performance.

1. Summary

This EIA is for:	Environmental Policy
EIA completed by:	Andrew Lee, Head of Quality and Compliance
Date of assessment:	15/09/22
Assessment approved by:	N/A

Objectives and intended outcomes

This EIA has been completed in order to ensure that the implications and potential impact, positive and negative, of the Jobs 22 Environmental Policy for all staff have been fully considered and addressed, whether or not the staff members share a protected characteristic.

2. Potential Impacts, positive and negative

Equality Area	Positive	Neutral	Negative	Summary
Age		x		The policy applies equally to all members of staff regardless of age. It's not considered that the policy includes any guidance or rules that may impact either positively or negatively on any member of staff because of their age.
Disability		x		The policy applies equally to all members of staff regardless of health/disability. It's not considered that the policy includes any guidance or rules that may impact either positively or negatively on any member of staff because of their disability.
Pregnancy & Maternity/paternity		x		It's not considered that the policy positive or negatively impacts on pregnant women or on staff on maternity or paternity leave,.
Race (incl. origin, colour and nationality)		x		The policy applies equally to all members of staff regardless of their race, origin, colour or nationality. It's not considered that the policy includes any guidance or rules that may impact either positively or negatively in these respects.
Gender and Gender Re-assignment		x		The policy applies equally to all members of staff regardless of their gender at any given time. It's not considered that the policy includes any guidance or rules that may impact either positively or negatively on any member of staff because of gender.

Sexual Orientation		x	The policy applies equally to all members of staff regardless of their sexual orientation. It's not considered that the policy includes any guidance or rules that may impact either positively or negatively on any member of staff because their sexual orientation.
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3. Negative impacts and mitigations

Negative Impact	Mitigation	Owner