

# Environmental Policy

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**Revised: February 2025**

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## Policy Statement

Jacobs Massey Ltd is committed to conducting our business in a manner that is both professional and ethical, whilst always paying due attention to our wider societal responsibilities and our environmental impact as a company. We understand the importance of sustainability and our corporate social responsibility for the wellbeing of the Jacobs Massey team, our freelancers and our wider community. We always aim to provide our clients with innovative sustainable solutions for their events, and to promote lower impact options.

This Environmental Policy is a public statement of our commitment and strategy towards lowering our environmental impact, and how work and grow in a sustainable way. We are committed to sustainable development (meeting the needs of the present without compromising the future) as a guiding principle.

Our aim is to reduce the impact on the environment from our operations and our supply chain. Implementing the following principles will enable us to achieve this aim:

- Full compliance with all relevant legal requirements, codes of practice and regulations.
- Organising our activities to minimise pollution and disturbance to all around us.
- Efficient use of materials, equipment, and resources to ensure the long-term sustainability of all items by appropriate reuse, repair and proper recycling.
- Minimise waste by reducing the use of energy, water and other resources;
- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within our team;
- Ensure that our policies and services are developed in a way that is complimentary to this policy;
- identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives;
- Provide appropriate resources to meet the commitments of this policy;
- Regular management reviews of the content and implementation of this policy with the objective of always achieving best practice.

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## Commitment

We are committed to our policy, and it's aims and objectives will be implemented in all that we do. We realise this cannot be met achieved effectively without the full co-operation of our staff, freelancers, clients and other business partners. Such co-operation is required from all Jacobs Massey personnel, and requested from all those with whom we interact.

## Management Activities

For us to achieve 'Environmental and Sustainable Best Practice', we have set out specific strategies and processes. Although not exhaustive, the following list highlights some of the key issues that are considered in our operational activities.

- Seek to prevent pollution and to minimise waste
- Seek to ensure the low-carbon option is used wherever possible.
- Identify and manage environmental risks.
- Ensure a sustainable approach is always taken in our activities.
- Encourage the use of low impact materials and equipment wherever practical throughout our organisation and the services we provide.

## Policy scope

This policy covers all employees, freelancers and suppliers. The success of this Environmental Policy will involve the commitment and support of all our stakeholders.

## Responsibilities

The Senior Management team, under the leadership of our Managing Director Graeme Massey, are our business quality champions. They have overall responsibility for ensuring the effective application and implementation of this policy.

## Review

This Policy will be reviewed each year, or when new legislation is introduced that needs to be reflected in the policy.