

**ACS-ENV1 000  
ENVIRONMENTAL MANAGEMENT SYSTEM -  
ENVIRONMENT AND SUSTAINABILITY POLICY**

Academy Consulting ('Academy') is committed to the minimisation of adverse environmental impact resulting from its activities.

Academy has identified its Significant Environmental Impacts as follows:

- i) Business and commuting travel (fuel use and pollution effects)
- ii) Use of electricity, gas and water in the office environment
- iii) Procurement and use of office sundries and equipment
- iv) Paper use

We also recognise the importance of sustainability issues in the wider economy and will work with clients, colleagues and team members to promote the completion of cost effective and competitive projects in a sustainable and environment-friendly manner.

We will comply with all applicable environmental legislation and other environment requirements relating to specific projects.

Academy's aim is a continual improvement of environmental performance, and our commitment to achieving this aim will be demonstrated through effective governance and continuing advancement of the following measures:

- Measuring, monitoring and mitigation of the actual and potential environmental impacts of all the company's activities
- Risk identification and management and contingency planning for foreseeable environmental incidents and emergencies
- Minimisation of energy consumption through improvements in energy efficiency and the use of renewable energy sources wherever possible
- Waste minimisation, re-use and recycling and monitoring of waste transfer arrangements to ensure safe disposal, in accordance with the Waste Hierarchy
- Development of environment-friendly travel plans, encompassing both commuting and business travel, with the aim of contributing to a reduction in traffic congestion and pollution
- The encouragement of suppliers of goods and services in the use of best environmental practice and sustainable sourcing
- The promotion of a culture of environmental awareness across the company
- Training of staff in order to improve technical knowledge and awareness of sustainability
- The embedding of sustainability within the company's core services to support clients seeking sustainable building solutions
- Improvement of the sustainability of our clients' projects by working to provide innovative solutions

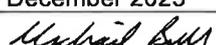
The person approving for our Environment and Sustainability Policy is:

Name: Nigel Raven

Signed: 

Position: Director

Dated: 10/12/2025

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Revision No:	12	Date:	December 2025
Created By:	Andrew Jarrett	Approved By:	

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**SCHEDULE OF REVISIONS**

Revision Number	Date	Description of Change
12	December 2025	Review and signing – Amended AJ
11	April 2025	Amendments- Amended approving section and signoff - Rev 11 – AJ
10	October 2019	Correction for description of change error below. EMS Policy was transferred from QMS Policy ACS-D02 Rev 8 to EMS Policy Rev 9
9	May 2019	Reissue for ISO 14001:2015 and implementation of EMS (note Transferred from QMS ACS-D02 Rev 9 to EMS Rev 10) and in point ii) added gas and water

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Created By:	Andrew Jarrett	Approved By:	<i>Michael Bell</i>