

# Environmental Policy

## Definitions

For the purposes of this document, the following terms apply:

Senior Management is defined as the Directors.

Environmental aspects are the elements of **Partners Employments**, a division of Partners Employment, activities, products and services that can interact with the environment. Environmental impacts are the changes to the environment that result from **Partners Employments**, a division of Partners Employments', environmental aspects.

## Policy Statement

This policy will be reviewed quarterly.

**Partners Employments**, a division of Partners Employment, acknowledges that the environment can potentially be impacted by any of its activities, products and services. This policy sets out how the organisation will manage, monitor, measure and otherwise be accountable for its ongoing environmental performance.

In the implementation of this policy, **Partners Employments**, a division of Partners Employment, will adhere to the requirements of relevant local, national and international law pertaining to the environmental aspects and impacts of the organisation and ensure that this policy kept up to date in line with those requirements.

**Partners Employments**, a division of Partners Employment, is committed to prevent pollution wherever possible and will ensure that as well as optimising new products, services and processes to facilitate this prevention, existing systems and processes are reviewed in order to identify areas for pollution prevention. For each product, service, system or process, this will be achieved by:

- eliminating the use of polluting materials or technologies:
- reducing the use of polluting materials or technologies:
- recycling or reusing materials within **Partners Employments**, a division of Partners Employment:
- recovering useful materials from waste streams:

- treatment of waste streams and emissions to reduce their environmental impacts:
- transferring materials or waste outside of **Partners Employments**, a division of Partners Employment, for recycling or reuse; and,
- where no other option is available, controlled disposal or incineration.

**Partners Employments**, a division of Partners Employment, will integrate environmental management procedures, processes and planning with the general operations of the organisation to maximise the potential reduction of the organisations environmental impact.

Through the use of environmental performance evaluation procedures and key performance indicators, **Partners Employments**, a division of Partners Employment, will seek continual improvement in its environmental performance. This will be achieved through the proper implementation of its environmental management system. The design, development and management of the environmental management system, related procedures and indicators is the responsibility of the Directors.

Through the implementation of this policy, **Partners Employments**, a division of Partners Employment, will set a leading example of good environmental management.

It is the responsibility of the appointed Environmental Officer to ensure that this policy is implemented throughout the organisation.

It is the responsibility of the appointed Environmental Officer to ensure that this policy is properly maintained and up to date.