



## **SUSTAINABILITY POLICY**

In order to maintain ETS Group as a viable business we recognise the need to continuously improve our delivery of service to clients, to provide our staff with the tools and remuneration to reduce costly turnover, to maintain a meaningful environmental system that reduces waste and makes best use of resources to the benefit of all.

ETS Group aims to sustain the highest standards by understanding and respecting the needs and expectations of all its stakeholders including clients, suppliers, employees and members of the public.

Our policy is to develop a culture of continual improvement in our environmental, social and economic performance that keeps us at forefront of Sustainable Development applicable to our business.

We recognise that our activities have direct impact on people and the natural and built environment. We therefore seek to reduce and manage adverse impacts whilst recognising and encouraging the positive opportunities that enable us to adopt and promote the concepts of sustainability.

### **Managers, Employees and the Environment**

Our management team is responsible for delivering our commitment to sustainable development and ensuring that our policy and procedures are clearly communicated and understood by all employees.

We encourage best practice in sustainable development and consult our employees on new ideas and developments to secure ownership and commitment before changing our systems and procedures. We also regularly review training and development needs to keep our employees up-to-date with the skills they require to fulfil our commitment to sustainable development.

We will only utilise those contractors that demonstrate they have the skills, resources and commitment to work with us to develop and deliver more sustainable solutions.

We are equally committed to working in partnership with our suppliers and to improve sustainable performance throughout the supply-chain.

### **Continual Improvement in Sustainable Development**

Sustainable development is an integral part of our business. We are committed not only to meeting legal requirements but to continual improvement that maintains our position ahead of the market. To this end, we set and publish challenging objectives and targets annually together with our performance against these targets.

### **Socio-Economic Factors**

ETS (SW) Ltd is resolved to address wider socio-economic issues by informing, educating and working with all of our stakeholders and by progressively involving our employees, supply chain and the communities we impact upon as appropriate.

For ETS Group

A handwritten signature in black ink, appearing to read 'Mark Cole', with a stylized flourish at the end.

**Mark Cole**

**Managing Director**

July 2021