

SUSTAINABILITY POLICY

HGVC recognises the challenges and opportunities that sustainable development offers. We commit to promoting sustainability by balancing environmental, economic and social needs to ensure we deliver our organisations objectives without compromising the ability of future generations to come.

Principles

Our Sustainability Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability considerations into all our business decisions.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all office and transportation activities.
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- To review, annually report, and to continually strive to improve our sustainability performance.

Practical steps

In order to put these principles into practice we will:

Travel and meetings

- Walk, cycle and/or use public transport to attend meetings, site visits etc., apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.
- Avoid physically travelling to meetings etc. where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners.

Purchase of equipment and consumption of resources

- Minimise our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- Seek to purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.
- Purchase fair-trade and/or organic beverages.

Working practices and advice to clients

- Undertake voluntary work with the local community and / or environmental organisations
- Include a copy of our Sustainability Policy in all our proposals to clients.
- Be a good neighbour to the local community.

Workforce

- Sharing knowledge and best practice across our company, customers and suppliers to continually improve our practice and performance.

- Investing in secure, safe and healthy workforce promoting active, healthy and sustainable living.
- Engaging, motivating and inspiring our people.
- Valuing diversity in our workforce
- Training and developing our people to ensure they reach their full potential

Throughout all of these activities we will measure and communicate our progress within our company and will strive to continually improve our practices and performance to grow our business sustainability.

