



WILSON JAMES POLICY STATEMENT

Policy Title	Environmental	Policy No.	G12
Owner	Chief Executive Officer	Date Issued	Nov-11
Author	Sustainability Manager	Date Reviewed	Mar-24
Scope	This policy applies to all functions of the Wilson James business		
Responsibility	The policy owner is responsible for ensuring that this policy remains current and up to date and shall formally review the policy on an annual basis		

Introduction

Wilson James is founded on the principles of respect, honesty, responsibility, safety, and communication. Our vision is to deliver excellence for every project and for every client, whilst raising industry standards across our service lines.

We are committed to play our part in ensuring a sustainable future for future generations to enjoy, and to care for and protect the environment in which we operate. We will do this by implementing responsible business practices:

- We will conduct our business in a sustainable manner, through the way we interact and engage with our employees, clients, supply chain partners, local community, and other stakeholders.
- We will minimise the environmental impact of our activities on the planet, and continually improve our sustainability performance.
- We will ensure environmental considerations are embedded into decision making processes and systems across our business and will put in place support systems to achieve our objectives.
- We acknowledge our obligations in line with applicable legal and regulatory standards and will enact measures to guarantee optimal compliance throughout our operations.
- We will establish training and engagement initiatives to ensure our employees understand our compliance obligations and their role in advancing our environmental goals.
- We will regularly monitor and review progress and communicate this to our stakeholders.

Wilson James has an active Sustainability programme which is built around work areas of People, Planet and Performance.

Responsibility

- *Board of Directors:* Accountable for Sustainability. Sustainability initiatives and activities are coordinated in a Sustainability Strategy, managed by a Steering group, and owned, on the group's behalf, by a nominated member who will report regularly on Sustainability to the board.
- *Senior Management:* Responsible for ensuring that key strategic and operational decisions in their area consider Sustainability considerations, supporting Sustainability initiatives and practices through role-modelling and the allocation of sufficient resources, raising the profile of Sustainability, and overseeing that their area complies with this policy.
- *Employees:* Responsible for behaving in a Sustainability conscious way, adhering to this policy, and enabling Wilson James to make a positive social, economic, and environmental contribution. This expectation is communicated in our induction scheme and is supported by awareness programmes.



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Sustainability priorities

Integrated Strategy, Systems and Decisions

- Embed appropriate and integrated systems, processes, and procedures to deliver this Policy.
- Optimise and develop data systems e.g., Fulcrum, to promote waste avoidance, re-use, and recycling, minimise carbon and vehicle emissions, maximise efficiencies and transparency.
- Support our clients and contribute to the implementation of their environmental and sustainability objectives

Carbon Emissions and Resource Utilization Reduction

- Extend our uptake of electric vehicles (company fleet and company car scheme) and trial new technologies and alternative fuels for our HGV fleet.
- Procure renewable energy for WJ offices and facilities, monitor, and reduce resource consumption.
- Reduce business and commuter mileage through agile working practices (where roles permit).
- Encourage sustainable transportation options for both business and commuter travel, such as carpooling, cycling, walking, and utilizing bus and rail services. Additionally, provide incentives to recognize and reward employees who embrace these eco-friendly travel alternatives.
- Review, prioritise and reduce value chain (scope 3) emissions through our procurement processes and choices.
- Prioritise environmentally sustainable materials and resource reduction through procurement choices.

Sustainable Supply Chain and Communities

- Drive improved ethical performance throughout supply chains, including CSR audits and Prompt Payment Code of Practice.
- Give back to our communities through volunteering, support for 'Good Causes', Apprenticeship Programme.
- Promote good work-life-balance, wellbeing and mental health, diversity, and inclusivity (enabled by initiatives such as agile, flexible, and part-time working; LLW Employer (incl. agencies), employee assistance programme, mental health awareness, and a robust behavioural safety programme).

Mark Dobson
Chief Executive Officer

Documents related to this policy

F05 Sustainable & Ethical Procurement
G03 Company Car Policy
G07 Sustainability
G09 Ethics

G21 Good Neighbour Policy
G05 Wellbeing & Mental Health
HR09 Equality Diversity & Inclusion
HR18 Flexible Working Policy