



## Environmental Policy

Climate change is widely accepted as one of the greatest threats facing the world today. APEM is committed to scientific integrity while minimising the impact its operations have on the environment. APEM will comply with environmental legislation and guidance and will work to leave as little evidence of our work upon the environment as possible and limit our demand on finite resources.

APEM is also committed to integrating sustainable development and good carbon management into the company's operations and culture. The primary carbon emissions produced by APEM are associated with water, waste, business travel, employee commuting, and procurement. The management of environmental issues including carbon management is assisted by an Environmental Management System (EMS) based on ISO 14001. As part of the EMS, APEM has developed a range of environmental objectives and targets to encourage sustained continual improvement in its environmental performance.

APEM aims to:

- Reduce CO<sub>2</sub> emissions from its buildings, vehicles and all transport activities by 4% annually; The importance of energy efficiency will be highlighted for all its employees to encourage using natural resources such as gas, water and electricity sensibly;
- Conform to all relevant national and local statutory environmental obligations and relevant legal requirements. APEM will engage with organisations and individuals to ensure that our working practice and those of others have regard to environmental impact;
- Improve recycling and develop sustainable waste management that includes plastics, metals and paper resources. Electronic technology will be promoted to reduce paper consumption. Laboratory waste (reagents, sediments, organic material) will be disposed of in an approved and environmentally sensitive manner;
- Prevent pollution occurring as a result of business activities. APEM will also ensure that wherever possible, non-destructive methods of sampling are used. Where this is unavoidable, we aim to subject biota to as little stress as possible. Due respect for non-target flora and fauna is given when working outdoors;
- Promote working from home and telecommunication to reduce the amount of employee travel;
- Ensure all fleet vehicles do not run on leaded fuel and are regularly serviced to minimise emissions. Where possible we will limit the use of four-wheel drive vehicles;
- Promote the sustainable business policy which will give preference, as far as practicable, to those products and services which cause the least harm to the environment. When purchasing products, preference will be given to recycled or recyclable choices;
- Promote greater understanding of environmental and carbon reduction issues through education and awareness raising of issues such as water resources, ecology and conservation. This will not only be achieved through direct involvement with specific customers but through activities such as training, education and promotional activities which help to promote a wider dissemination of knowledge;
- Invest in low carbon technologies where financially viable;
- Publish carbon reduction progress and performance annually in our Environment Report.
- Ensure adequate resources, human, financial and technical, are allocated in order to maintain this policy.

To support these objectives, APEM has adopted a series of core policies to assist with its carbon management. These include the following: Waste policy, Sustainable business policy and Working from home policy.

All staff will be made aware of this statement as part of their induction on appointment and subsequent on-going training. Adherence to this policy is monitored by nominated staff members who are responsible for APEM's environmental management system. The Policy will be made available to view on the company website for all interested parties.

**Signed**

A handwritten signature in black ink, appearing to be 'Adrian Williams', written over a horizontal line.

**Adrian Williams (Managing Director)**

**Reviewed: 22/04/2020**

Revision	Date	Approved by	Comments
4	12/04/2019	Adrian Williams	Next Review: 12/04/2020
5	22/04/2020	Adrian Williams	Next Review: April 2021