

# ENVIRONMENTAL POLICY

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Field Support Services Group Ltd  
Company Registration: 10202947  
VAT: 329 6435 79  
NCAGE: U1P58  
DUNS: 2218833136

44 Bridge Street  
Hereford HR4 9DG  
United Kingdom

Tel +44 1432 850019  
email: [hereford@fss-gp.com](mailto:hereford@fss-gp.com)  
web: [www.fss-gp.com](http://www.fss-gp.com)



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### Introduction

The Field Support Services Group acknowledges the need of controlling how operations effect the environment. We acknowledge that local governments have an obligation to follow the UK Sustainable Development Strategy's principles: respect the environment, maintain a robust and healthy society, create a sustainable economy, encourage good governance, and use sound research responsibly. In order to accomplish these goals, we will respect the planet's resources, adopt a cautionary and polluter pays strategy to protect the environment for future generations, encourage resource efficiency, use reliable scientific evidence to guide our policies when it is available, and collaborate with stakeholders.

### Mission Statement

Field Support Services Group is dedicated to protecting the environment, our workers' health and safety, and the areas where we operate. By conserving energy, water, and other natural resources, minimising waste production, recycling, and using less harmful materials, we aim to continuously improve every aspect of our business operations and reduce our impact on the local and global environment. In addition to fulfilling or surpassing all environmental regulatory criteria, we are dedicated to environmental excellence and pollution prevention. We prefer to purchase items with higher recycled content, lower toxicity, and packaging that uses fewer natural resources. Field Support Services Group is committed to leading the industry in minimising the impact of its activities on the environment.

### The key points of its strategy to achieve this are:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the selection and use of its vehicles and the source of its power requirement.
- Actively promote recycling both internally and amongst its clients and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- Use an accredited program to offset the greenhouse gas emissions generated by our activities.

## **Purpose**

Our organization's commitment to tackling environmental challenges inside Field Support Services Group and via the services we provide is outlined in this environmental policy. This document outlines the steps Field Support Services Group will take to assess our environmental effect, how we will adjust to lessen it, and the roles that each team member will play in this regard.

## **Scope**

Full-and part-time employees and contractors are subject to this policy. Where applicable, the policy will be distributed to consultants, suppliers, and possible partners to demonstrate our dedication to environmental action.

## **Action**

Field Support Services Group is dedicated to minimising the environmental impact of our operations and service delivery while expediting a fair transition to net zero. The following areas of work will be utilised in tackling this:

## **Team Engagement**

We will promote responsibility for the environment within the organisation and communicate and implement this policy at all levels of our team. We commit to ensuring key members of staff have the time necessary to embed this work into our operations and providing further resource where possible and necessary.

We will encourage and support staff to set up a staff climate working group for those with a personal or professional interest in the area, making sure that this group is representative of all levels of the organisation.

We will support staff wellbeing by considering how we promote positive, action-led messaging about climate breakdown and provide opportunities for them to change the ways they work for Field Support Services Group in line with positive climate behaviours. We will provide space for staff to discuss this issue, including their own concerns and worries about environmental breakdown, through any wider wellbeing programmes in place.

The senior management team of Field Support Services Group will:

- Share its expectation of responsibility for the environment to employees, board members and secretariat service providers.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.
- Support team wellbeing and work to combat hopelessness by committing to driving action in the organisation and setting a positive example.

## **The Employees Of Field Support Services Group Will:**

- Be familiar with all the environmental requirements relevant to their role and responsibilities, including exploring the carbon footprint/environmental impact of specific areas of work.
- Take responsibility for their own impact on the environment while [in the workplace/working from home], sharing ideas with other staff members on how to reduce personal impact.

## Operations

Field Support Services Group is committed to environmental protection and sustainability, both internally to employees and externally to stakeholders.

As part of delivering our mission in line with our values and objectives, we will assess the environmental impacts of our operations and set objectives.

This work will include:

- Monitoring utilities consumption in office buildings and home working.
- Promoting, encouraging and rewarding green travel choices from employees re cycle to work, public transport, and reducing flying wherever possible.
- Conscious consideration of the amount of travel necessary for our services to go ahead, encouraging green transportation modes and/or providing remote access to events.
- Review our waste and educate employees about effective recycling and reducing use of single use plastic where possible.
- Communicate with the communities we work with about climate breakdown and how it is relevant to our mission, vision and values.
- Generally, increase communications about the climate crisis, to encourage awareness within our networks and the communities we work with.
- Comply with all relevant environmental legislation and regulations.
- To reduce our demand for natural resources and energy, to improve efficiency and to increase reliance on greener and renewable energy sources.
- To seek to minimise the waste produced from council activities, to recycle and to support the implementation of the Zero Waste Strategy.
- To continuously improve the sustainable management of our buildings, estates and transport reducing the emission of air pollutants and greenhouse gases.
- To be mindful of the impacts of climate change of the delivery of our services and increase the resilience of our services to impacts such as flooding and heatwaves.

## Governance

Senior Management have overall responsibility for and its strategy. We commit to exploring on an annual basis the impact climate breakdown will have or is having on the clients, communities, people, and places we work with. This work should be led by CEO, and should include, but is not limited to:

- Discussing at board meetings how our mission, vision and values intersect with climate breakdown. This discussion should include how our beneficiaries will be affected by climate breakdown; where there is opportunity to collaborate and support wider climate action; and how to embed climate actions in our strategy, business planning and organisational goals.
- Providing a short statement in our annual report each year outlining the discussions we have had around climate breakdown and any action we have taken, alongside our aims for the following business year.
- Making time to discuss practical strategic actions at board meetings with our team. Suppliers and procurement.

Wherever possible, purchasing decisions will favour products and feedstocks that:

- Reduce greenhouse gas emissions.
- Are made with renewable energy.
- Reduce pollution from all discharges (releases to air, water, and land).
- Reduce the use of toxic materials hazardous to the environment, employees and public health.

- Contain the highest possible percentage of post-consumer recycled content.
- Reduce packaging and other waste.
- Are energy efficient.
- Conserve water.
- Are reusable and/or durable.
- Minimize transportation (local sources, concentrated products).
- Serve several functions (examples: copiers/printers, multipurpose cleaners) to reduce the number of products purchased.

## **Conclusion**

Environmentally preferable products and services that are comparable in quality to their standard counterparts will receive a purchasing preference. In situations where the most environmentally preferable product is unavailable or impractical, secondary considerations will include production methods and the environmentally and socially responsible management practices of suppliers and producers. Environmentally preferable purchasing is part of our long-term commitment to the environment. By sending a clear signal to producers and suppliers about this commitment, we hope to support wider adoption of environmentally preferable products and practices.