

CBG Consultants Limited is committed to promoting sustainability. Concern for the environment and promoting a wider sustainability agenda are integral to CBG's professional activities and the management of the organisation. We aim to follow and promote the best sustainability practice to reduce the environmental impacts of all our activities and to help our clients and partners do the same. Our Sustainability Department manages all client related aspects of the environment and sustainability, and works closely with our 10:10 and 'Sustainability Action Group' on internal development and training.

- Principles**
- To comply with, and exceed where practicable all relevant local, national and international environmental legislation, regulations and codes of practice associated with our activities.
 - To embed sustainability considerations into all our business strategies, decision making and practices.
 - Prioritise achieving economic growth, environmental protection and social progress at the same time.
 - To always advise and educate clients on the benefits of sustainable
 - To ensure all staff are fully aware of our Sustainability & Environmental Policy and are committed to implementing and improving it.
 - To minimise the impact on the environment of all office, travel and other activities.
 - To make clients and suppliers aware of our Sustainability & Environmental Policy, and encourage them to adopt similarly sustainable practices.
 - To continually develop our knowledge of sustainability through training and publicity.
- Environmental Impact**
- Avoid travelling to meetings etc where alternatives are available and practical, such as online video conferencing, and encourage this use amongst clients.
 - Continue to actively encourage car-sharing schemes for commuting to work.
 - Follow the principles of Reduce, Reuse, Repair, Recycle, across all aspects of the company.
 - Minimise our use of paper and other office consumables, e.g. double sided printing by default, encouraging digital only versions to be worked on.
- Supply Chain & Market place**
- Strengthen environmental principles for purchasing consumables, minimising waste, efficient use of energy & water.
 - As far as possible arrange for the reuse or recycling of office waste.
- Community Investment**
- Encourage employees to undertake voluntary work with local community and/or environmental organisations.
 - Continue to develop the many fund raising opportunities offered internally.
- Employment Practices**
- Encourage the involvement and support of all employees in sustainability initiatives.
 - Provide employees with rewarding and personal development opportunities
- Design Principles**
- Limit the use of non-renewable carbon fuels and promote the use of renewable technologies.
 - Limit the use of harmful materials or high energy consuming processes in the production of the items it purchases.
 - Always prioritise the most sustainable design option to the client after fulfilling their requirements.

To enable ongoing, long term success we understand that sustainable development needs to be embedded in all levels of our business strategy, decision making and practices.

Signed..... *Graham Woodroffe* Date..... *01/12/2011*

GRAHAM WOODROOFE, QUALITY & ENVIRONMENTAL DIRECTOR

Signed..... *Andrew Payne* Date..... *01/12/2011*

ANDREW PAYNE, MANAGING DIRECTOR

This extract is one of a range of CBG Policy Documents, all policy documents are available in their latest and most comprehensive forms from CBG Consultants Ltd at oxf@cbgc.com