

ENVIRONMENTAL POLICY



Athene Communications recognise that all businesses impact on the environment in a variety of different ways. As such we are committed to the continual improvement of our environmental performance in relation to our services.

We have identified the following key environmental impacts associated with our work:

- Waste Disposal
- Consumption of Energy and other resources
- Consumption of paper
- Printer cartridges

Athene Communications is committed to reducing these and other impacts and to the continual improvement of our environmental performance. To help achieve this, we are continuing to maintain our green accreditation for the sixth consecutive year.

We are committed to working with our staff, customers, suppliers, investors, contractors, and regulatory bodies to achieve the following objectives:

- Meet and where possible exceed all environmental regulations relevant to our organisation and its activities
- Increase cost-effectiveness by reducing our consumption of energy and raw materials
- Reduce waste and pollution both locally and in the wider environment
- Systematically assess all aspects of our company
- Set targets for measurable annual improvements
- To support Natural Cambridgeshire's Doubling Nature Ambition by creating and maintaining a wildlife friendly urban garden in the company's car park

In addition to these long-standing objectives in 2020 the company is also introducing further measures to reduce its carbon footprint and environmental impacts. These will include proactive initiatives to reduce the following and encourage individuals to adopt more environmental lifestyles outside of work:

- Work related travel
- Food waste
- Plastic packaging

It is the responsibility of all employees, visitors and contractors to fully support this policy through active participation and co-operation.

This environmental policy will be displayed at all times on notice boards and is available to staff at all times. This is also part of the induction process.

The introduction and implementation of this policy is a commitment of Athene Communications management and a shared responsibility with our employees. Becky Hards has designated responsibility for day-to-day implementation of this policy.

The policy will be reviewed annually as part of the organisations overall environment management plan.

SIGNED:

DATE: 31/03/2020

To be reviewed in January 2021 POSITION: Managing Director | GREEN CHAMPION APPOINTED FOR ENVIRONMENTAL ENQUIRIES: Becky Hards | CONTACT DETAILS: 01733 207340