

Environmental Policy

Purpose

Corus Consultancy is committed to minimising its environmental impact and promoting sustainability in all aspects of its operations. This policy outlines our approach to managing environmental responsibilities within the scope of our office operations

Policy Objectives

We aim to:

- Reduce energy and water consumption.
- Minimise waste and maximise recycling.
- Promote environmentally responsible purchasing.
- Encourage sustainable commuting and travel.
- Raise environmental awareness among employees.

Policy

Greenhouse Gas (GHG) Emissions and Energy Consumption

- **Commitment:** Reduce GHG emissions and energy consumption through efficient practices and renewable energy sources.
- **Actions:**
 - Use energy-efficient lighting (e.g., LED) and appliances.
 - Power down computers and equipment when not in use.
 - Optimise HVAC systems and maintain temperature settings.
 - Promote remote work and virtual meetings to reduce commuting emissions.
 - Monitor energy usage annually, aiming for year-over-year reductions.
 - Purchase renewable energy credits (RECs) where feasible.

Water Management

- **Commitment:** Minimise water consumption and promote efficient usage.
- **Actions:**
 - Install low-flow faucets, toilets, and appliances.
 - Educate staff on responsible water use.

- Regularly monitor water bills and address anomalies promptly.

Air Emissions

- **Commitment:** Limit air emissions from office operations.
- **Actions:**
 - Encourage the use of public transport, bicycles, and electric vehicles.
 - Maintain office ventilation systems to improve indoor air quality.
 - Avoid unnecessary printing and photocopying to reduce ozone emissions from equipment.

Waste Management

- **Commitment:** Reduce, reuse, and recycle office waste to minimise landfill contribution.
- **Actions:**
 - Maintain recycling stations for paper, plastic, electronics, and batteries.
 - Implement a paperless office strategy wherever possible.
 - Encourage double-sided printing and reusing office supplies.
 - Where possible, partner with certified e-waste recyclers for electronics disposal.

Chemical Use

- **Commitment:** Limit the use of hazardous chemicals in daily operations.
- **Actions:**
 - Use non-toxic, environmentally friendly cleaning supplies.
 - Store any necessary chemicals securely and in compliance with safety regulations.

Biodiversity

- **Applicability:** *Limited relevance for office environments.*
- **Commitment:** Support biodiversity indirectly through responsible sourcing and awareness.
- **Actions:**
 - Where possible, use office suppliers with sustainable and biodiversity-conscious practices.

Deforestation

- **Applicability:** *Indirect and limited relevance in office environments.*
- **Commitment:** Minimise contribution to deforestation through responsible purchasing.
- **Actions:**
 - Where possible, purchase FSC-certified paper products.
 - Avoid single-use paper products where possible.
 - Where possible, choose office furniture from sustainably sourced materials.

Protection of Seas and Oceans

- **Applicability:**

While our office operations do not have a direct interface with marine environments, we acknowledge that certain indirect activities such as procurement, waste management, and resource use can contribute to impacts on seas and oceans through pollution, plastic waste, or upstream supply chains.

- **Commitment:**

We are committed to minimising our indirect impact on marine ecosystems by:

- Reducing single-use plastics in office supplies and catering.
- Ensuring proper recycling and waste disposal to prevent plastic leakage into waterways.
- Where possible, preferring vendors and products that support sustainable fisheries or ocean-friendly certifications (e.g., MSC-certified goods).
- Raising awareness among employees on ocean conservation (e.g., responsible consumption, waste reduction).

Material Environmental Impacts

These are the key areas where the company's operations affect the environment:

Energy Consumption and GHG Emissions

- **Impact:** Electricity use from office equipment and HVAC systems contributes to carbon emissions.
- **Materiality:** Energy usage is a major operational activity.
- **Opportunity:** Shift to renewable energy suppliers, implement energy efficiency campaigns, and promote hybrid/remote work to reduce footprint.

Paper and Office Supply Usage

- **Impact:** Excessive paper usage leads to deforestation and waste.
- **Materiality:** Administrative processes often involve high paper use.
- **Opportunity:** Go digital and adopt electronic document management systems.

E-Waste and Equipment Disposal

- **Impact:** Improper disposal of IT and office equipment risks soil and groundwater contamination.
- **Materiality:** Recruitment relies heavily on digital tools.
- **Opportunity:** Partner with certified e-waste recyclers and create a take-back or trade-in program.

Water Use and Chemical Management

- **Impact:** Cleaning products and restrooms can lead to water overuse or pollution.
- **Materiality:** Cleaning is regular and water usage adds up.
- **Opportunity:** Switch to low-flow fixtures and green-certified cleaning products.

Supply Chain and Procurement

- **Impact:** Unsustainable vendor practices can indirectly support deforestation or emissions.
- **Materiality:** Indirect but important via goods and services procured.

- **Opportunity:** Establish sustainable procurement guidelines.

Implementation and Accountability

- All employees are expected to follow this policy and contribute to sustainability goals.
- Feedback and improvement suggestions are encouraged from all staff.

Review

This policy will be reviewed annually or as needed to reflect changes in environmental standards, business operations, or regulatory requirements.