

# ISO14001 Environmental Objectives - 2022

Our overall environmental objective is to minimise our impacts on the environment and local community through the continuous improvement of our environmental performance.

This will be achieved by:

1. Ensuring the ongoing development of the environmental Management System, by working towards the achievement of certification to ISO 14001:2015 by December 2022
2. Reducing the overall energy consumption by a minimum of 5% year on year reduction on the 2019 tCO<sub>2</sub>e by highlighting areas where savings can be made through increased employee awareness
3. Capitalising on technology to reduce CO<sub>2</sub> emissions by 5% in 2022 against the 2019 tCO<sub>2</sub>e as a direct result of a decrease in business mileage across the business, due to increased use of remote meetings, car sharing and public transport
4. Increasing the amount of recycling activity across the business by 20% in 2022 by raising employee's awareness and supplier engagement
5. Introduction of carbon off-setting activities in to the PeoplePlus business, with an expectation to offset a minimum of 20% of our rail, road and air travel in 2022



*Kenny Boyle*

**Kenny Boyle**  
Group Managing Director  
2022



*Steven Bell*

**Steven Bell**  
Governance Director  
2022

