



# Environment & Sustainability Policy

At EPIC Solutions, we are committed to promoting health and well-being not only for our clients and staff but also the environment. We recognise our responsibility to minimise our ecological footprint and integrate sustainable practises into our daily operations. This policy outlines our commitment to environmental sustainability, leadership in environmental responsibility, and the steps we take to reduce our impact.

## Organisational Commitment

We are committed to accelerating the move to a sustainable, low-carbon economy and to reducing and ultimately eliminating the impact of our operations on the environment. Our commitment includes:

- Promoting responsibility for the environment within the organisation and communicating and implementing this policy at all levels.
- Assessing environmental impacts of our operations and setting measurable objectives and targets annually to improve environmental performance.
- Providing adequate resources to meet our environmental commitments.
- Ensuring compliance with all relevant environmental legislation and regulations.

## Target Areas

### 1. Energy Efficiency

- Use energy-efficient LED lighting throughout our facilities.
- Turn off computers, lights, and other equipment when not in use.
- Regularly maintain heating, ventilation and air conditioning systems
- Explore renewable energy sources where feasible.

## **2. Waste Reduction & Recycling**

- Reduce paper usage by digitising records, reports, and communications.
- Implement a recycling program for paper, plastic, and electronic waste.
- Compost food waste, shredded paper, coffee grounds, tea bags, and biodegradable packaging
- Encourage the use of reusable office supplies, cups, and utensils.

## **3. Sustainable Procurement**

- Purchase eco-friendly and sustainably sourced office supplies.
- Use biodegradable or recyclable materials where possible.

## **4. Water Conservation**

- Install water-efficient fixtures such as low-flow taps and toilets.
- Encourage mindful water use among staff and clients.
- Use eco-friendly cleaning products that minimise water pollution.

## **5. Transportation & Emissions Reductions**

- Encourage staff to use public transport, carpool, cycle, or walk to work.
- Provide facilities such as showers, lockers, and bike storage
- Where possible, offer remote services to reduce unnecessary travel for clients.
- Evaluate the necessity of travel and opt for virtual meetings whenever possible.
- Provide EV charging facilities

## **6. Pollution Prevention & Offsetting**

- Properly dispose of hazardous waste, including batteries
- Minimise the use of toxic chemicals in cleaning and maintenance.
- Promote virtual meetings and remote consultations where possible.

## **7. Employee Engagement & Awareness**

- Information for staff on sustainable practices and environmental responsibility.
- Encourage staff to contribute ideas for improving sustainability efforts.
- Identify an Environmental Champion to promote sustainability initiatives.
- Regularly review and update our environmental initiatives.

## **8. Community & Corporate Social Responsibility**

- Participate in and support local environmental initiatives.

- Educate clients on sustainable health and wellness practices.
- Partner with organisations that align with our environmental values.

## **Responsibility & Review**

This policy will be reviewed annually to assess its effectiveness and identify areas for improvement. We will measure environmental performance against set targets and report progress where applicable. We are committed to continually improving our environmental performance and reducing our environmental impact.

Implementation of this Environmental Policy is the direct responsibility of the board and senior management, and indirectly, all employees and contractors working for the organisation.

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Caitlin Khan	Feb 2025	Feb 2026