

TRAFALGAR ENTERTAINMENT

POLICY PORTAL

ENVIRONMENTAL AND SUSTAINABILITY POLICY

OUR COMMITMENT

Trafalgar Entertainment (TE) is committed to conducting its business in an environmentally responsible and sustainable manner. We recognize our responsibility to minimize the impact of our operations on the environment and to promote sustainable practices within our workplace and community. This policy outlines our commitment to environmental stewardship and sustainability.

PURPOSE OF THE POLICY

- **Compliance with Legislation:** Ensure compliance with all relevant UK environmental legislation and regulations.
- **Continuous Improvement:** Continuously improve our environmental performance by setting and reviewing environmental objectives and targets.
- **Resource Efficiency:** Promote efficient use of resources, including energy, water, and raw materials, and reduce waste production.
- **Pollution Prevention:** Implement measures to prevent pollution and reduce emissions to air, water, and land.
- **Sustainable Procurement:** Source products and services that have minimal environmental impact and encourage suppliers to adopt sustainable practices.
- **Awareness and Training:** Increase awareness and understanding of environmental and sustainability issues among employees through regular training and communication.
- **Stakeholder Engagement:** Engage with stakeholders, including customers, suppliers, and the local community, to promote and support environmental and sustainability initiatives.

WHO IT APPLIES TO

This policy covers all employees of our community irrespective of their designation

GENERAL PRINCIPLES

Energy and Climate

- **Energy Efficiency:** Implement energy-saving measures in all operations, including the use of energy-efficient lighting, heating, and cooling systems.
- **Renewable Energy:** Increase the use of renewable energy sources where feasible and explore opportunities for on-site renewable energy generation.
- **Carbon Footprint:** Monitor and report on the company's carbon footprint and implement strategies to reduce greenhouse gas emissions.

Waste Management

- **Waste Reduction:** Minimize waste production through efficient use of materials and resources.
- **Recycling:** Implement recycling programs for paper, cardboard, plastics, metals, and electronic waste.
- **Circular Economy:** Encourage the adoption of circular economy principles by promoting the reuse, repair, and recycling of products and materials.

Water Management

- **Water Conservation:** Implement water-saving measures and promote the efficient use of water within our operations.
- **Pollution Prevention:** Prevent water pollution by ensuring that all waste and hazardous materials are managed responsibly.

Sustainable Procurement

- **Supplier Engagement:** Work with suppliers to ensure that products and services are sourced sustainably and ethically.
- **Eco-Friendly Products:** Prefer products with minimal environmental impact, including those with recycled content and low environmental footprint.

Transportation

- **Sustainable Transport:** Promote the use of public transportation, carpooling, and other sustainable travel options among employees.

Employee Engagement

- **Training and Education:** Provide regular training and information to employees on environmental and sustainability issues.
- **Green Initiatives:** Encourage employees to participate in green initiatives and sustainability projects both within and outside the workplace.

Community and Stakeholder Engagement

- **Community Projects:** Support community projects and initiatives that promote environmental sustainability.
- **Stakeholder Dialogue:** Maintain open dialogue with stakeholders to understand their concerns and expectations regarding our environmental performance.

Monitoring and Reporting

- **Performance Tracking:** Regularly monitor and measure our environmental performance against set targets and objectives.
- **Reporting:** Report on our environmental and sustainability performance annually, including progress towards objectives and targets.
- **Review:** Review and update this policy regularly to ensure it remains relevant and effective.

Responsibility

- **Management Commitment:** Senior management is responsible for the implementation and oversight of this policy.

- **Employee Responsibility:** All employees are responsible for adhering to this policy and contributing to our environmental and sustainability objectives.

CONCLUSION

Trafalgar Entertainment is dedicated to reducing its environmental impact and promoting sustainability in all aspects of its business. Through the implementation of this policy, we aim to create a more sustainable future for our company, our community, and the planet.

ACCESSING SUPPORT AND ADVICE

We always encourage our people to speak with the line manager, but should you feel the need for further support, please contact

People Team – TE's caring and approachable team who can offer guidance and support and who are available to all employees across the TE Group

Mental Health and Wellbeing Support Service – where staff can safely raise and discuss personal concerns and welfare challenges. Support is confidential and provided by a qualified psychotherapist or psychologist

Friends of the Earth is a leading environmental organisation working to create a sustainable future. We fight for climate justice through grassroots campaigns and legal action.

Carbon Trust – helps business and the public sector cut carbon emissions.

Energy Saving Trust is the number one organisation helping householders, governments, businesses and organisations save energy every day.

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