



ENVIROMENTAL POLICY OF

The PROMAN Group of Companies

PROMAN UK GROUP ENVIRONMENTAL POLICY

'Proman' and 'Winsearch' are the trading names of all companies of the Proman UK group including Proman Supply Chain Ltd, Proman Managed Services Ltd and Proman Recruitment Ltd (the Company').

PROMAN recognises the importance of its responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our impact on the environment and to continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers, staff and other stakeholders to do the same.

PROMAN is aware that our business activities result in:

- emissions to air/water
- transport emissions
- the use of energy and water
- the generation of waste

and we will comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner and we will strive to continuously improve our environmental performance.

Responsibility

The Managing Director for Corporate Resources will be responsible for implementing the above objectives, reviewing progress and continuously updating this policy as necessary. PROMAN will review this policy periodically and publish the results in the Induction Pack.

Policy aims

We endeavour to:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

Paper

We will:

- Minimise the use of paper in the office.
- Seek to buy recycled and recyclable paper products.
- Reuse and recycle all paper where possible.

Energy and water

We will seek to:

- Reduce the amount of energy used as much as possible.
- Switch off lights and electrical equipment when not in use.
- Adjust heating with energy consumption in mind.
- Take energy consumption and efficiency of new products into account when purchasing them.

Office supplies

We will:

- Evaluate if the need can be met in another way.
- Evaluate the environmental impact of any new products we intend to purchase.
- Favour more environmentally friendly and efficient products wherever possible.
- Reuse and recycle everything we can.

Transportation

We will:

- Promote the use of travel alternatives such as e-mail or video/phone conferencing.
- Favour 'green' vehicles and maintain them rigorously to ensure ongoing efficiency.

Maintenance and cleaning

We will:

- Use cleaning materials that are as environmentally friendly as possible.
- Only use licensed and appropriate organisations' to dispose of waste.

Monitoring and improvement

We will:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness through training.
- Review this policy and any related business issues at weekly management meetings.

Culture

We will:

- Update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- Provide staff with relevant environmental training.
- Work with suppliers, contractors and subcontractors to improve their environmental performance.
- Use local labour and materials where available to reduce CO2 and help the community.



Patrick Ramsdale
Co-Managing Director

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