



Sustainability Policy

Hartland Group Ltd recognizes the importance of sustainability (**Environmental, Social, and Economic**) in meeting both legal and moral obligations to protect the environment. This policy outlines our commitment to implementing Sustainability Targets and Objectives across all our operations.

The primary sources of environmental impact within our operations include fleet-associated emissions, waste, embodied emissions of purchased goods, and employee commuting. These areas will be prioritized for environmental impact mitigation moving forward.

Hartland Group Ltd operates an **Environmental Management System** accredited with **ISO 14001 certification**. All Hartland Group Ltd employees, suppliers, and contractors play a crucial role in implementing and continuously improving our sustainability objectives within the organisation, at customer locations, and in local communities.

Key Sustainability Objectives:

1. Implement and document sustainability principles and objectives in our business activities and daily operations.
2. Develop a partnership approach with our contractors, suppliers, customers, and their local communities to enhance sustainability efforts.
3. Work closely with our supply chain to align with our sustainability policy and meet our targets.
4. Apply the waste management hierarchy and integrate circular economy principles to reduce resource consumption.
5. Set sustainability targets and objectives for our organization and supply chain.
6. Conduct annual energy audits to monitor and improve energy efficiency.
7. Review our sustainability programme annually against industry best practices.
8. Provide annual sustainability reports detailing progress and improvements.
9. Align with the UK's "**Net Zero Strategy**" by minimizing greenhouse gas emissions and offsetting where appropriate.
10. Incorporate the **UN Sustainable Development Goals (SDGs)** into our corporate strategy, specifically **SDGs 5, 8, 9, 10, 12, and 13**.

Commitment to Sustainability

The directors and senior management of Hartland Group Ltd are fully committed to the implementation, review, and continual improvement of sustainability policies. Sustainable development is an integral part of our corporate strategy, ensuring that environmental responsibility remains at the heart of our business.

This policy is communicated to all employees, suppliers, and contractors and is publicly available.



Name Roderick Brobbey

Role Director

Date 30/01/2025

Signed *RBrobbey*