



## **Environmental policy**

**Authorised By: Latona Leisure Group**

**Date Of Authorisation: 01 January 2025**

### **1. Policy Statement**

The organisation recognises that its business activities can impact the environment, including land, water, air, and wildlife habitats. The organisation is committed to protecting the environment and preventing pollution appropriately to the purpose and context of the organisation, including the nature, scale and environmental impacts of its activities, products and services.

The organisation has a commitment to: -

- the protection of the environment, including the prevention of pollution
- Ensuring we consider the life cycle of plant, equipment, products and services, and the environmental impact within our decision-making process
- Introduce systems and procedures that facilitate compliance with applicable internal and external requirements
- Assess our impact to the environment from our activities, products and services and put controls in place to prevent or reduce that impact
- Set objectives for the obtainment of our environmental obligations
- Provide employees with information, training, instruction, and supervision where required to improve awareness and performance
- Provide identified external interested parties with access to this policy
- Work with external stakeholders to promote a sustainable way of working – including energy conservation, minimising consumption, selection of materials, efficiency, and waste management
- Minimise the amount of waste sent to landfill by adopting the waste hierarchy – Eliminate, Reduce, Reuse and Recycle
- Measure performance and identify ways to improve on a continuous basis
- Use consultation with specialists where required to meet our environmental obligations

### **2. Policy Scope**

This environmental policy covers all workplaces occupied, and all scheduled and unscheduled activities of the organisation within their undertakings. Stakeholders covered by the policy include the organisation workforce, management, contractors, and suppliers.



### **3. Policy Objectives**

To meet our environmental obligations, within the next 12 months, the organisation will: -

- Assess work activities, equipment, products, materials, and contractors, to identify opportunities for improvement in relation to our environmental performance
- Increase awareness of environmental requirements within the workplace
- Review environmental performance on an annual basis
- Improve our environmental performance on an annual basis

### **4. Procedures**

#### **Implementation of an environmental management system**

An Environmental Management System (EMS) will be developed with consideration to the purpose and context of the organisation, including the nature, scale, and environmental impacts of its activities, products, and services, for the effective planning, organisation, control, monitoring and review of the preventive and protective measures.

#### **Identifying opportunities for improvement in environmental performance**

Aspects and Impact surveys will be undertaken to determine the impact to the environment from our undertakings, products and services. Appropriate measures will be introduced where practicable to prevent or reduce the negative impact from our undertakings, products and services on the environment.

#### **Training and information.**

Staff awareness training will be scheduled for all identified employees of the business where their role could impact the effectiveness of the implementation of this policy.

Related information will be disseminated to identified internal and external stakeholders using a range of methods.

#### **Selecting materials and suppliers**

Approved materials and suppliers will be identified and used taking into consideration the environmental impact of such materials and suppliers. Where possible, materials and suppliers with a smaller environmental impact will be selected.

#### **Pollution prevention**

Appropriate measures will be introduced, developed following aspect and impact surveys, COSHH assessments and consultation with external specialists where required to prevent or reduce the contamination of the environment from pollution.



### **Management of waste**

Waste streams will be separated where possible and the hierarchy of Eliminate, Reduce, Reuse and Recycle will be adhered to. A registered waste handling contractor will be identified to facilitate the separation, transport, sorting and processing of our waste.

### **Energy use**

Energy consumption will be monitored and recorded. Annual, evidence-based reduction targets will be devised using this information.

### **Spillage or contamination of the environment**

Spillage or contamination prevention and control measures will be developed appropriate to the products, activities and processes in use. COSHH assessments and consultation with external specialists where required will be used to develop these emergency procedures. Training will be provided to all applicable staff and tested periodically for effectiveness.

### **Monitoring and measuring**

The effectiveness of the EMS will be monitored and measured using a range of methodologies including inspection, audits, surveys, thorough examination and testing. Incidents will be reported and recorded appropriately to all relevant stakeholders and interested parties. All incidents will be investigated where improvement plans for the prevention of a reoccurrence will be developed.

### **Continuous improvement**

The organisation will review the effectiveness and appropriateness of the EMS on an annual basis and develop objectives for the next 12 months for the continual improvement of the system.

## **5. Roles and Responsibilities**

### **Managing Director**

The managing director shall,

- Provide sufficient resources for the achievement of their policy objectives
- Support managers and supervisors in the implementation of the EMS
- Promote and enforce the internal and external requirements of the EMS

### **General Manager**

The General Manager shall,

- Implement internal and external requirements into their working practices
- Support department managers in the implementation of the EMS
- Promote and enforce the internal and external requirements of the EMS

### **Department Manager**

- Implement internal and external requirements into their working practices



- Support supervisors in the implementation of the EMS
- Promote and enforce the internal and external requirements of the EMS

#### **Supervisor**

- Implement internal and external requirements into their working practices
- Support workers in the implementation of the EMS
- Promote and enforce the internal and external requirements of the EMS

#### **Worker**

- Implement internal and external requirements into their working practices
- Promote and enforce the internal and external requirements of the EMS

#### **Procurement**

- Implement internal and external requirements into their working practices
- Where possible, purchase materials and services that have a lower negative impact on the environment

### **6. Definitions**

Definitions of key terms

### **7. References**

Environment Act 2021

Environmental Protection Act 1990

ISO14001:2015