Environmental Management

Policy

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Environmental Management Policy

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Policy Statement

Lilac Alliance is committed to minimising the environmental impact of our business activities and to continually improving our environmental performance. As a recruitment business operating from office premises and supporting clients across Yorkshire and beyond, we recognise that our main environmental impacts relate to energy use, business travel, waste and paper consumption, and procurement choices.

We are committed to complying with all relevant environmental legislation and to working towards reducing our carbon footprint over time, in a way that is proportionate to the size and nature of our business.

Purpose of This Policy

This policy sets out Lilac Alliance's approach to environmental management, including how we aim to reduce our impact on the environment, and our approach to decarbonisation. It applies to all Lilac Alliance sites, including Head Office and any branch offices, and to all employees, workers and contractors acting on our behalf.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Environmental Objectives

Lilac Alliance's key environmental objectives are to:

- Reduce energy consumption across our office premises.
- Minimise waste and increase the proportion of waste that is recycled.
- Reduce paper use through digital-first processes wherever practical.
- Reduce emissions associated with business travel.
- Work with suppliers and clients who share our commitment to environmental responsibility.
- Continually review and improve our environmental performance.

Our Approach to Decarbonisation

Lilac Alliance recognises the need to reduce carbon emissions associated with our business activities, in line with the UK's wider transition to net zero. Our approach to decarbonisation is proportionate to our size as an SME recruitment business and focuses on the areas where we have the most direct control and influence.

- Office energy: Where we have influence over our premises, we favour energy-efficient lighting and equipment, and encourage staff to switch off equipment when not in use.
- Travel and transport: We encourage remote and hybrid working where roles allow, use video calls in place of travel where appropriate, and encourage car-sharing or public transport for essential travel.
- Digital-first operations: We use digital platforms for shift management, timesheets, onboarding and client reporting, reducing our reliance on printed materials and physical document storage.
- Supply chain: Where practical, we favour suppliers and procurement portals that demonstrate their own commitment to reducing environmental impact.
- Measurement and improvement: We will monitor our main sources of environmental impact as our business grows, with a view to setting more formal carbon reduction targets as our data and resources allow.

We recognise decarbonisation as an ongoing journey rather than a fixed destination, and we will review and strengthen our approach as our business grows and as good practice in our sector develops.

Waste and Resource Use

We aim to reduce waste at source, reuse materials and equipment where possible, and recycle in line with local authority guidance at each of our premises. We favour digital documentation and communication over printed materials wherever practical.

Responsibility For The Policy

Ultimate responsibility for environmental management rests with the Company's leadership team. The board of directors has overall responsibility for ensuring this policy is implemented effectively.

Simon Goddard has primary day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, and identifying opportunities to reduce our environmental impact.

Employees at all levels are responsible for playing their part in reducing energy use, waste and unnecessary travel in their day-to-day work.

Compliance

Lilac Alliance is committed to complying with all applicable environmental legislation and regulatory requirements relevant to our business activities and premises.

Communication

This policy is communicated to all employees as part of induction, and forms part of our approach to responsible business practice when engaging with clients and suppliers.

Review

Following its initial adoption, this Environmental Management Policy will be reviewed by the Company's Board of Directors on a regular basis (at least annually) and may be amended from time to time.