

Environmental Policy for Cowley/The CSG Group

Version I

Approved by Mike Cowley on 1st June 2009.

A paper copy of this policy is kept at our Head Office, 27a Clifton Road, RUGBY, CV21 3PY.

An electronic copy of this policy is available on the Cowley/The CSG Group website.

A copy of this policy has been made available to the persons listed below, who are responsible for circulating this policy as appropriate to interested parties.

- Adam Hunt- Partner
- Gillian Rosser - Practice Manager
- Glenys Adnitt - Senior PA
- Gary Taylor - Spa Associates

By virtue of fully completing this interactive Environmental Policy template, Cowley/The CSG Group has ensured that it remains legible and is fully identifiable.

This policy will be reviewed every six months.

Definitions

For the purposes of this document, the following terms apply:

Senior management is defined as the directors, officers and senior managers of the organization.

Environmental aspects are the elements of Cowley/The CSG Group's activities, products and services that can interact with the environment.

Environmental impacts are the changes to the environment that result from Cowley/The CSG Group's environmental aspects.

Policy Statement

Cowley/The CSG Group acknowledges that the environment can potentially be impacted by any of its activities, products and services. This policy sets out how the organization will manage, monitor, measure and otherwise be accountable for its ongoing environmental performance.

In the implementation of this policy, Cowley/The CSG Group will adhere to the requirements of relevant local, national and international law pertaining to the environmental aspects and impacts of the organization and ensure that this policy kept up to date in line with those requirements.

Cowley/The CSG Group is committed to prevent pollution wherever possible and will ensure that as well as optimising new products, services and processes to facilitate this prevention, existing systems and processes are reviewed in order to identify areas for pollution prevention. For each product, service, system or process, this will be achieved by:

- eliminating the use of polluting materials or technologies;
- reducing the use of polluting materials or technologies;
- recycling or reusing materials within Cowley/The CSG Group;
- transferring materials or waste outside of Cowley/The CSG Group for recycling or reuse; and,
- where no other option is available, controlled disposal or incineration.

Cowley/The CSG Group will integrate environmental management procedures, processes and planning with the general operations of the organization to maximise the potential reduction of the organizations environmental impacts.

Through the use of environmental performance evaluation procedures and key performance indicators, Cowley/The CSG Group will seek continual improvement in its environmental performance. This will be achieved through the proper implementation of its environmental management system. The design, development and management of the environmental management system, related procedures and indicators is the responsibility of senior management.

Through the implementation of this policy, Cowley/The CSG Group will set a leading example of good environmental management.

It is the responsibility of Mike Cowley to ensure that this policy is implemented throughout the organization.

It is the responsibility of Mike Cowley to ensure that this policy is properly maintained and up to date.

Signed:

A handwritten signature in black ink, appearing to read "Mike Cowley". The signature is written in a cursive, flowing style.

Signed on behalf of Cowley/The CSG Group by Mike Cowley

1st June 2009