



SUSTAINABILITY POLICY

This statement sets out The Assessment & Training Companies commitment to Sustainability.

Our vision - “making tomorrow a better place”

It is our intent to demonstrate our policy by delivering more sustainable solutions for our people, our customers and the wider community and environment in which we work and live.

We will lead our industry by promoting best sustainable practice set out by government and regulatory bodies. This policy reflects our commitment to ensuring that sustainability is important to our business.

1 Sustainable communities: “We will be good neighbours who engage with, work with, and support our local communities. We will create an excellent workplace where our people are respected, motivated and competent; and drive excellence in Health and Safety.”

1.1 Health and Safety. Through the way we work and behave all our people and stakeholders will be protected from the risks of occupational injury or ill health.

1.2 Our people. We will attract, develop and retain the very best people and promote diversity in a way that underpins our values. We will ensure equal opportunities, eradicate discrimination and create a happy and motivated workforce.

1.3 Community. By engaging, respecting and understanding our community stakeholders we will make a positive contribution to their environment and quality of life.

2 Natural resource protection and environmental enhancement: “We will responsibly manage our impact on the environment through the prudent use of natural resources, minimising waste and by protecting and enhancing the environment in which we work and live.”

2.1 Environmental impacts. We will not pollute or contaminate land or water and will manage our waste responsibly.

2.2 Biodiversity. We will understand and manage our biodiversity impacts and seek opportunities to enhance the wildlife and habitats for the future.

2.3 Supply chain. We will work with our supply chain to deliver mutually sustainable solutions that deliver value for money.



The Assessment & Training Company Ltd

2.4 Resource use. We will do 'more with less' by maximising resource efficiency in waste minimisation and recycling.

3 Climate change and energy: "We will work to reduce our impact on climate change by minimising all our uses of energy."

3.1 Atmospheric impacts. We will actively reduce our use of energy and emissions of greenhouse gases in transport, maintenance and in the operation of our facilities.

4 Sustainable consumption and production: "We will work with our customers and suppliers to achieve 'more with less', through more efficient use of human and material resources.

4.1 Customer. We will become renowned for understanding and exceeding our customer expectations and develop their demand for more sustainable solutions.

4.2 Governance. We will be recognised as a company which lives its values in all our activities and that demonstrates an ethical approach across all areas of corporate responsibility.

Delivering our policy: Our policy will be delivered by:

- Generating a culture that actively encourages best sustainable practices; and
- Ensuring the real involvement of all our people, our supply chain and stakeholders.

Policy review: This policy has immediate effect and will be reviewed and amended, as necessary.

