Environmental Policy

Overview:

iHasco recognises that its activities have an environmental impact. With this policy, we confirm our commitment to proactively managing and reviewing our impact, with the aim of reducing it as much as possible. iHasco will play its part in protecting and improving the environment where possible and encourages its employees to do the same.

The Company is committed to complying with environmental legislation.

Implementation of the policy:

The Company is committed to the following actions in order to fulfil this policy, with the full support of the managing directors:

- Full compliance with environmental legislation
- Considering our environmental impact when making business decisions
- Using risk assessments to identify potential environmental risks to the business
- Minimising the environmental impact of our operations, concentrating particularly on the use of energy, waste disposal and water discharges
- Raising environmental awareness among our employees and suppliers
- Regularly reviewing our policies and procedures to ensure they encourage waste reduction and encourage minimal and effective use of scarce resources

Training and monitoring:

All employees should take iHasco's Environmental Awareness training course.

When completing any working practice or procedure, employees are encouraged to bear the impact on the environment in mind, and to reduce the impact if possible. Management are responsible for encouraging this behaviour and ensuring that employees receive the appropriate training to help facilitate this.

The appropriate staff will conduct risk assessments and regularly monitor the Company's environmental impact, ensuring that iHasco handles its waste and energy usage as efficiently as possible whilst complying with current legislation and meeting the needs of the business.

Last Reviewed: June 2026

Waste disposal:

In line with current legislation, the Company takes full responsibility for the waste it creates, how it is stored and how it is disposed of. We use a licensed waste carrier to collect and dispose of our waste and recycling materials.

Employees are encouraged to be conscious of the waste they create, how they create it, and they are encouraged to reduce the amount they produce.

Employees are required to use the iHasco Recycling Scheme when they are at work. This includes putting waste materials in the appropriate bin when throwing them away, by following the instructions provided on and around the bins (either general waste, mixed paper or plastic, and glass).

Water and electricity:

iHasco is committed to reducing its energy usage where possible, whilst working in line with the needs of the business. This includes reviewing water usage (i.e. washing up, dishwasher, water cooler, toilet flushers etc.) and electricity usage (i.e. central heating, air conditioning, fans, computers etc.) and making a conscious effort to reduce usage and be more energy efficient.

Transportation:

Employees are encouraged to walk or cycle to work where practicable. To reduce fuel consumption, they are also encouraged to car-share where possible too. Reward schemes can be implemented to help integrate this into the Company culture.

Raising awareness:

Any employees that deal with suppliers (i.e., food, stationery, electronics, furniture etc.) should do their best to ensure items are ethically sourced, ordered in bulk (where possible) and do not use excess packaging material.

Employees are encouraged to come forward with any ideas that will help reduce iHasco's impact on the environment, and any ideas that will actively help the organisation and its employees improve the environment.

iHasco is committed to making a positive difference and expects this to be reflected in everyone's behaviour towards our working environment and the larger community.

Please Note:
This policy does not form part of employees' terms and conditions of employment and may be varied from time to time in accordance with business and legislative requirements.

Last Reviewed: June 2026