



Ethical and Environmental Policy

We have identified and comply with all environmental legislation relevant to our business activities, are committed to preventing pollution and reducing our impact on the environment by:

- Implementing a system for recycling a wide range of waste streams including paper, plastic containers, ink cartridges, computers, monitors, textiles, food, electrical equipment, stamps, scrap metal, metal cans, batteries and fluorescent bulbs.
- Selling or giving away unwanted equipment or redundant supplies.
- Reducing energy consumption by using energy efficient bulbs, turning electrical equipment off when not in use, using sleep features, using laptops rather than desktops, using economy washes, insulating our roof and building spaces, purchasing lower energy replacement equipment, putting timers on heaters and using sensors to control lighting.
- Monitoring our vehicle fuel consumption, regularly maintaining our vehicles, using the Kia Rio 1.11 Air EcoDynamics Company Car (the lowest emission, non-electric car on the market) and using public transport for work purposes where possible.
- Collecting rainwater for use in gardens and car washing.
- Reducing our use of resources by printing double sided and 2 pages per page for draft documents, using e-invoices where possible and buying recycled paper, cardboard, packaging and furniture. We also use eBay and Freecycle for business purposes.
- Using a purchasing policy that considers environmental and Life Cycle Impacts when designing, purchasing equipment and in the decision making process.
- Using eco-friendly products including cleaning materials and products not tested on animals. We also buy Fairtrade products where possible.



- Corporate Social Responsibility (CSR) is often seen as only being applicable to large organisations who can commit sufficient resources and/or whose operations are seen as being significant enough to warrant investment in this area. However, research has shown that large organisations could learn from the way small and medium-sized businesses approach CSR.
- As a small company where our Environmental Manager has direct control over our supply chain and the delivery of our services, we are very effective in maintaining high ethical and environmental standards.
- We consult Ethical Consumer Buyers guides (and other sources of pertinent information) closely to inform our purchasing decisions. The Ethiscore system includes 10 environmental and sustainability measures. We try to source as many goods and services for the business locally whilst taking Ethiscore into account.
- We use local companies for our stationary supplies, website design/hosting and marketing, trade in and support the Stroud Pound (our local currency), and use Forest Stewardship Council (FSC) accredited recycled papers, envelopes and other green office supplies wherever possible.
- Five Valleys Ecology use The Co-Operative Bank. We also undertake active research to ensure that our insurance providers (both brokers and underwriters) maintain high standards of CSR, and will not take out policies with those companies that do not.
- Our website uses green hosting powered by 100% renewable energy. We use Ethical Internet, a Stroud based web design, Content Management System (CMS), and green hosting supplier, and our Internet Service Provider (ISP) scores highly in the Ethical Consumer Buyers Guide to Broadband Providers.
- Unless requested otherwise, Five Valleys Ecology shares all relevant biological data with the appropriate Local Biological Records Centre in accordance with the Chartered Institute of Ecology and Environmental Management (CIEEM) Code of Professional



Conduct, fulfilling our commitment to further the conservation and enhancement of biodiversity, environmentally sustainable development and management.

Although we are already demonstrating a significant reduction in our environmental impacts, over the next 12 months we are also committed to:

- Encouraging biodiversity by developing wildlife habitats on our site.