

Approved By	Leadership Team	Version	1.2
Date Approved	December 2021	Implementation Date	December 2021
Author	Bruce Shelmerdine	Approval Level	Leadership Team
Approver	Leadership Team	Review Date	December 2024
Links			

Introduction

This policy tells you:

This policy sets out mhs homes group position on managing environmental impacts created by its working activities.

Who needs to know?

Everyone - all employees working on behalf of the company. Our customers, communities, contractors and members of public who may be affected by our work. This policy applies to our management of contractors as their environmental impact will be assessed as part of the procurement process.

To make sure company and public awareness of this policy, it will be displayed in a prominent position within the organisation and, on our website so that's accessible by the public. If required to do so by an interested party, we shall communicate our environmental aspects or any other part of our environmental management system.

Scope

The provision, management and maintenance of tenanted and leasehold properties and estates including supported accommodation. Management of new property development.

Policy

Environmental statement

mhs homes recognises that its activities have an impact on the environment through the use of raw materials, emissions to air and water, waste generation and use of resources and therefore seeks to minimise this as far as is reasonably practical.

It's mhs homes' policy to manage our business in the most environmentally responsible manner and to comply with the applicable environmental legislation and with any other requirements necessary, in relation to the environmental aspects of our business.

This policy is documented, implemented, maintained and communicated to all employees and sub-contractors working on behalf of the company through regular information on the status of our environmental system.

mhs homes is committed to;

1. Continually monitor the environmental impact of our operations, minimising landfill waste from mhs homes staff activities.
2. Continually monitor our improvement through objectives and targets.
3. Continuous improvement and the prevention of pollution, recycling and exceeding our customer's expectations wherever possible.
4. Implement the necessary control measures to protect the natural environment, setting objectives and targets in appropriate areas to support our overall commitment to continual improvement.
5. Ensure that all employees have received suitable and sufficient information and instruction to act with due consideration for the environment.

mhs homes has implemented its environmental policy through management of all activities identified as impacting directly or indirectly on the environment. This includes:

- **Reduction and Disposal of Waste** including reduction of the use of polluting substances
- **Reduction of CO2 emissions** across our properties , offices and vehicles
- **Education** of staff and service users
- **Reduction in Consumption** of energy and resources

The principles of this approach are embedded in the organisation's strategic vision and company objectives.

Roles and Responsibilities

The Chief Executive will:

- ✓ Take accountability for effectiveness of the Environmental Management System (EMS).
- ✓ Make sure the Environmental objectives are set for the EMS and are compatible with the context and strategic direction of the organisation.
- ✓ Make sure the EMS is integrated into current business processes
- ✓ Promote the use of process approach and risk-based thinking
- ✓ Make sure that the resources needed for the EMS is available
- ✓ Communicate the importance of effective environmental management and of conforming to the EMS requirements.
- ✓ Make sure the EMS achieves its intended results
- ✓ Engage, direct and support persons to contribute to the effectiveness of the EMS.
- ✓ Promote improvement
- ✓ Support other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.
- ✓ Make sure that the quality and environmental management system conforms to the requirements set out in the ISO 14001:2015 standards.
- ✓ Delegate responsibilities down through the business as appropriate to achieve the EMS.

Managers/Employees will:

- ✓ Make sure that processes are delivering their intended outputs.
- ✓ Report on the performance of environmental management system and on opportunities for improvement.
- ✓ Promote customer focus throughout the organisation.
- ✓ Make sure the integrity of the environmental management system is maintained when changes to the EMS are planned and implemented.

Change Log	
Date	Change
11/05/2018	New combined policy, new policy template, introduction of environmental aspect
21/05/2018	Removed Quality Statement and reference to quality from the policy.
24/11/2021	Added impact on CO2 emissions and resources
Minor Change – Approval by Director	
Major Change – Approval by ET	

Equality statement

mhs homes has a duty to ensure that no person receives less favourable treatment from the organisation on the grounds of age, disability, gender reassignment, marriage, civil partnership, pregnancy, religion or belief, race, sex or sexual orientation.

Data protection

mhs homes will only share information that meets the requirements of the General Data Protection Regulation. Confidentiality and impartiality will be exercised by mhs homes at all times.

Feedback

We welcome suggestions and comments from people who use or provide our services. We believe that this can provide some important lessons to help us ensure that the service is improved for everyone.

If you have something to say about this policy or the information that is provided about them, then please let us know. Please refer any comments to the author of this document.