

Environmental and Sustainability Policy

Policy statement

At Dardan, we are committed to minimising our adverse effects on the environment, both directly and indirectly in all activities and developing processes of work that provide a positive contribution to the environment and sustainability of the future.

We recognise that as a people-based service provider, our impact might be less than in other industries. However, we believe all organisations have a responsibility to minimise their negative impact. We actively promote energy conservation measures and investigate strategies to minimise our overall impact on the environment to our employees, customers, partners, and consumers.

Our responsibility to work with our suppliers to meet our ethical standards for services and products in respect of the environment, sustainability and workers rights are valued over the priority of supply.

Dardan are a Carbon Neutral company, calculating and offsetting our carbon output following the guidance from the Committee on Climate Change (CCC) through the plantation of woodland. This commitment is part of 5 year strategy to be carbon negative and reduce our emissions every year.

Our commitment is achieved through the adoption and application of an integrated management system, based on the requirements of ISO14001 which the company has been accredited to since 2004, and reflects the competence of the Company to existing customers, potential customers and independent auditing authorities. The Directors have overall responsibility for all environmental matters with the support of Senior Management and is managed through the appointment of the Management Representative.

In order to help reduce the impact of our actions on the environment we aim to, but not limited to:

- Make all staff aware of the company and their environmental responsibility awareness through an annual awareness presentation and monthly environmental newsletter.
- Commit to our Carbon Neutral Policy, reducing our carbon footprint to become carbon negative as part of our 5-year plan.
- Minimise the use of energy such as gas and electricity, promoting the need to turn off unnecessary equipment and lighting with the aim to continue to reduce energy consumption by 3%
- Increase fuel efficiency in our vehicles by aiming to replace our Mobile Services vehicles every 3 years with more fuel efficient and lower Co2 emission hybrid vehicles, use at least A rated tyres, restrict the speed of vehicles and awareness training to our staff with the aim to continue increasing fuel efficiency.
- Continue roll out of electric and hybrid vehicles onto the fleet, with the aim of all company vehicles being electric by 2035.
- Reduce our 'travel' footprint with the use of technology to hold 'virtual' meetings though 'Teams' meetings and other online platforms.
- Look at technology to continue the reduction of paper and ink, creating more efficient processes online within cloud-based systems.
- Waste will be recycled and will not be placed into landfill and electronic equipment is disposed of as the requirement of WEEE (Waste Electrical and Electronic Equipment recycling) and uniform is recycled into usable material.
- Where feasible, move to 'Green' suppliers for products and services.
- Use technology, to monitor the behaviour of drivers to improve driver efficiency and safety.
- Recycle all non-braded used clothing through our recycling partner that recycles all our confidential paper waste.
- To encourage 'green activities' with our employees, customers and suppliers.

The contents of this Environmental and Sustainability Policy shall be communicated through the Dardan Employee Extranet.

Signed:



Mark Duffy – Chairman

Dated: 8th January 2024