

Our Environmental Responsibility

We at Courtney Lang have a **commitment to complying with all relevant environmental legislation** and regulations.

We strive to continuously improve our environmental performance and prevent pollution arising from our activities.

To meet this responsibility Courtney Lang sets out in our **Environmental Action Plan** a policy that is **appropriate to the nature, scale and environmental impact** of all our activities and services.

Courtney Lang is committed to meeting, and where possible exceeding, **current and future environmental legislative and regulatory requirements**. We ensure that employees dealing with environmental matters are **aware of environmental legislation** and **operational procedures**. We realise that it is the relationship we have with our workforce that is driving our **focus on policy communication and training**. Our workforce is our **greatest asset for compliance** as well as the biggest area of risk. We've ensured that the **focus of our policy management** shifts toward making sure our employees are **engaged in the process**, so that they really **understand legislation** and how policy affects their day-to-day activities.

Climate Change

We will ensure that company buildings and services are able to **adapt to climate change**. We will **minimise the environmental impact of travelling between home and the workplace** for our employees. We will support the use of **renewable energy efficient technologies** and will **monitor, manage and minimise the company's use of energy**.

Natural Resources and Waste

We will **monitor, manage and reduce the company's use of water** and will minimise the amount of waste produced by the company whilst **abiding with legislation**. We will **encourage the greater reuse** of materials and **recycling** and will use the **least environmentally damaging** goods and services wherever possible.

Landscape, wildlife and Heritage

We are **actively conserving and restoring wildlife** on land owned by the company, this is taking the form of planting trees on a field adjacent to our office.

Conclusion

We **lead by example**; our directors and management set a **personal example** by **demonstrating their own commitment** to environmental issues. We will **continually develop** our **environmental objectives and targets** and introduce best practice to **reduce environmental impacts** wherever possible and **promoting a healthy, clean, safe, diverse, attractive environment**.

Mark Hughes
Managing Director Courtney Lang

Environmental Policy Statement

11th January 2015