

Environmental Policy

AVworx is aware of the environmental, social, and economic impact its business activities can have; and the business aims to significantly reduce any negative impact and boost positive initiatives and improvements.

We are committed to managing any environmental issues that may arise from business activities and minimising the impact of those by means of a programme of continuous improvement.

Materials

We adopt Reduce, Reuse, Repair, Recycle principles. Materials to be avoided include timber from non-managed forests, asbestos, VOCs, lead, and PVC, (although much of the electronic equipment used in the industry employs the latter two without alternatives).

Disposal of waste

AVworx will only use licensed and appropriate organisations to dispose of its waste. We will encourage the Reuse & Repair of products to avoid early disposal. We also insist on the segregation of waste and its disposal via recycling processes. to products that can be disassembled and recycled.

Our solutions

Our solutions create environments for companies and public sector organisations to collaborate seamlessly with colleagues and partnering organisations across the world. We seek to provide the most environmentally friendly solutions, all of which result in the reduction in unnecessary travel to meetings.

Suppliers

We take reasonable steps to assess suppliers' policies and practices and will not purchase goods or services from a supplier if supply chain employment conditions are found to be unacceptable and there is no demonstrable improvement plan – unless there is an overwhelming case for meeting an urgent need.

Travel

We manage the impact of business travel when considering road transport. By restricting car travel to necessity trips only and using alternatives such as video/telephone conferencing or public transport (bus/train). We do not operate a car fleet but can cost effectively manage our vans to achieve lower emissions.

Local Community

We endeavor to foster good relationships with local communities and try, where possible, to use local services and materials.

Our environmental/sustainability action plan

Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment. We will assess the environmental impacts of our operations and set objectives and targets to improve our environmental performance. Regularly reviewing these targets.

We will:

- promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- reduce the use of energy, water, and other resources.
- minimise waste by reduction, re-use, and recycling methods.
- monitor travel requirements and reduce unnecessary car and air travel.
- comply with all relevant environmental legislation/regulation.
- ensure that our policies and services are developed in a way that is complimentary to this policy.
- not prioritise funding needs ahead of sustainability requirements.
- identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives.
- provide appropriate resources to meet the commitments of this policy.

This action plan is available to all staff on our Teams site and has been drawn to their attention. Senior Management awareness will be raised by briefing at the Executive Group and Leadership Group meetings.

Revision History

Date of Change	Responsible	Summary of Change
August 2022	AVworx Managing Director	Updated and converted to new format.

August 2023	Operations	Policy reviewed and updated with new information and initiatives.
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