



WADE

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Environmental Policy

John Wade Groundworks Ltd
Policy Title: Environmental Policy
Document Reference: POL-ENV01
Version: 1.0 (Reissued)
Issue Date: 01 October 2025
Next Review Date: 01 October 2026
Approved By: John Wade, Managing Director

Note: Reissued under new version control system. Previous version dates not recorded.

Environmental Policy

Concern for the environment is an integral and fundamental part of the Wade Group business strategy.

Wade Group is committed to good environmental management practice and the prevention of pollution in connection with carrying out its own business operations.

We shall endeavour to work closely with the relevant statutory bodies to meet all applicable legislation, regulations and contractual obligations and shall seek to make continuous improvements to reduce its impact on the environment and improve its performance in Environment, Health and Safety.

This policy shall be read and understood by all employees, ensuring that they are aware of their own responsibilities within it, and to interested parties.

All staff report directly to our office in the event of any complaint, from clients, members of the public or any other body.

Wade Group recognises that reducing our impact on the environment is a profitable business opportunity rather than a threat.

Our company environmental policy is designed to dovetail with our Health and Safety Policy which is essentially about good housekeeping – working efficiently and planning appropriately in order to create and maintain a safe, clean place of work.

Operating in a *green* manner has enabled us to:

- Save money - on raw materials, office supplies, fuel – we recognise that wasting energy causes avoidable pollution, taxes & levies
- Monitor our procedures and processes to ensure we continue to avoid under / over ordering and ensure our products & services are to specification
- Reduce insurance premiums – by not having to defend the company in failing to meet its statutory duty, in particular statutory nuisance claims
- Secure new business – often impossible without some commitment to protecting the environment



- Forge good local and regional relations, further enhancing our good business reputation – essential to the smooth running of our operations and the generation of new business
- Co - operate with other businesses to reduce the environmental impact of operations – we pass work on to firms located closer to the job. The same firms reciprocate and there are obvious benefits.
- This sort of networking has proved lucrative for us – but must be planned and managed with care (*see ante on using ungreen firms*).
- We have formulated this policy to prevent environmental harm in all of our activities. Indeed, we believe that in our own small way, we have gone beyond this over the years.

Wade Group is committed to operating in an environmentally responsible manner and we will strive continuously to improve our performance.

We recognise that responsibility lies equally with every employee and of priority for the current year is:

- Continuing to quantify and understand our environmental impacts, which is written into John Wade`s Health & Safety site induction for every employee and is always under review
- To encourage commitment to environmental engagement in both directions along our supply chain – those we commission and those who commission our services.
- We avoid working with *ungreen* organisations that could undo our good work and destroy our reputation at a stroke.
- to avoid buying excessively packaged goods,
- To reduce wastage to a minimum and to recycle materials to the maximum.
- We aim for zero waste generation at source. This means for example, reusing all the materials we can on site without having to transport them to landfill – reducing expense in fuel, CO2 emissions, landfill capacity...
- To continue saving on transport costs – planning operations in order to reduce the number of journeys,
- Buying in bulk avoids extra costs in part load surcharges
- To recognise that wasting energy causes avoidable pollution and to avoid pollution of air, land and water wherever possible
- to improve the working environment
- To support the local community in its environmental initiatives



- To seek to achieve environmental excellence in all our business operations
- To discuss environmental issues regularly at the highest levels of the company
- To train and regularly consult employees on good environmental practices
- To meet anticipated regulations in the most environmentally demanding countries
- To liaise with suppliers and customers to facilitate the best possible environmental practices in the manufacturing and installation chain, and promote the recycling of materials
- To sustain and protect the environment - see sustainability policy for more information

Process for reviewing environmental management

All procedures are reviewed and updated periodically. Prior to the commencement of any works the company Environmental Policy is referred to and systems to protect the environment and minimize waste are considered and where possible, implemented. These are then reviewed once works are completed. This allows for procedures to be reviewed regularly and on a case by case basis. Where potential improvements are identified, these are implemented as soon as possible.

John Wade (Director) carries out regular site inspections to monitor the effectiveness of environmental management procedures and to ensure compliance.

All relevant legislation, regulations, contractual obligations and employee training courses are reviewed and kept up to date.

John Wade (Director) completed a Site Environmental Awareness Training Scheme course to continuously improve the company's environmental management systems. In addition, a waste management plan has been developed in conjunction with the Environment agency and RSK. This will be reviewed in due course.

Signed:

John J Wade
MEng (Hons)/ SMSTS
Director
Dated 01.10.2025



Revision History

Version	Date	Description of Change	Author	Approved By
1.0	01.10.2025	Reissued under new version control system. Previous revision dates unknown.	J. Wade	J. Wade