

Ahead



MANAGEMENT GROUP

Environment and Sustainability Policy

Building fair and effective standards into our business



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Document Control

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Signatories

Name	Role	Sign off Date
Andy Ewell	AheadMG Delivery Director	20/09/2021
Neil Hickman	AheadMG Finance Director	20/09/2021

Document Storage

All versions of the policy will be stored on our website <https://www.aheadmg.com/new-starters/>

Environment and Sustainability Policy

Introduction

The Environment and sustainability are becoming a key issue for businesses, as people realise that the current industrial, economic and social systems are storing up problems for the future. AheadMG believes that a responsible approach towards our employees, clients, local communities and environment is an essential part of building a strong and valuable brand.

Statement

At AheadMG we will aim to do our best to work towards the environment and sustainability and take responsibility for the harmful effects its operations have on both the local and global environments and we are committed to reducing them. We have a range of strategies that we take very seriously to help us reduce our negative impact and strive to achieve a net zero target and help give something positive back to the planet.

This policy and the documented Strategies below are supported by the AheadMG Senior Management Team.

Impacts of Climate Change

Climate change is a long-term shift in the Earth's typical weather patterns, with temperatures rising and the occurrence of extreme storms increasing. Businesses, cannot function properly without adequate weather conditions, as unpredictable events can impact operations and potentially lead to shutdowns.

Additional Costs - As the effects of climate change begin to worsen, governments may implement a mitigation response. However, they'll likely pass on the costs to businesses, which can add up fast. For instance, they may require companies to use green energy, such as solar, wind or geothermal power. Unfortunately, the start-up costs for these systems can range in the tens of thousands.

Another factor is insurance. Disaster insurance can help cover repair costs and lost revenue in the event of a flood, earthquake, tornado or other extreme weather events. However, these policies are often expensive. Plus, as these disasters increase in frequency, prices will likely rise.

Lost Productivity - As climate change rages on, staff may get sick and injured more often. The rise in pollution will increase allergens in the air, leading to more cases of respiratory disease. Water and food supplies will become scarce and possibly contaminated, which can cause malnutrition and disease.

Ecological changes will bring a rise in infectious diseases, such as malaria and Lyme disease. The extreme heat will lead to illness and potential deaths. Plus, the decline of the environment itself will cause mental stress and anguish. The overall result of these changes will be fewer hours of productive work and higher health care costs.

Extreme Weather - As the temperatures increase, we'll likely see more droughts. Sea levels will rise, leading to more hurricanes, floods and other natural disasters, and expose higher locations to the erosive forces of currents and waves. The warmer water temperatures will increase the speeds of tropical storms. Additional water vapor that evaporates into the atmosphere will also fuel powerful weather events. Businesses can't prevent these issues, but they can take steps to prepare.

Building Upgrades - Many businesses may choose to alter their building's design to cope with the rising temperatures and extreme weather events. For example, some may want to build safe rooms, which can withstand the 250 mph winds of tornados and the rain loads of hurricanes, or they may incorporate structural steel elements, such as beams and plates, to withstand high winds and earthquakes. Which will also result in additional costs.

Fewer Customers - Climate change will have a significant impact on the economy and individuals. Natural disasters can cause costly repairs, displacement, job loss and other adverse outcomes. The scarcity of food and water resources may cause prices to soar. Poor health can lead to high medical costs.

As climate change worsens and people begin to feel the economic effects, they'll have less money to spend on goods and services. This issue will be especially prominent in areas that rely on tourism, such as beaches, as people may not have the resources to travel.

Strategies

- AheadMG is a virtual business. We work with our clients and staff using web communications as much as we can. This allows our team to work at home and avoid excess travel, this minimises pollution from commuting. If travel is necessary we use the most efficient, practical mode of transport for each journey, for example carpool rather than drive in separate cars, using the train and walking or cycling between sites
- Where possible we are paperless and only print when necessary, using digital technology and file storing software. Our stationery where possible is recycled or recyclable and from sustainable sources, minimising the impact on the environment
- AheadMG staff use Laptops – they're more energy efficient than desktop computers
- AheadMG allow flexible working by allowing our team members to choose their own place and time of work, the place of work needs to be based in the UK and appropriate to conduct business and conforms to our IT management and Security policy. This helps the team members maintain a healthy work-life balance
- AheadMG maintain positive relationships with our customers and accommodate their needs where possible
- AheadMG promotes the benefits of a social responsibility business
- AheadMG prioritise its yearly charity choices to help those charities who need the extra support to help our environment. I.e. The Woodland Trust, R.S.P.B, Sea Life Trust, WWF
- AheadMG will avoid ethical liabilities by implementing our social and environmental and sustainability policy

AheadMG promotes and encourages our staff to consider the following in their own homes:

- Sell any unwanted items and recycle and compost as much waste as possible
- Use LED lights – they use less energy, last longer and have lower maintenance costs than traditional lights
- Consider Insulation - lower emissions and spend less money on heating
- Switch off as much and as often as they can – even switching off the power at the wall for items like computers
- Review appliances in the home and replace them with more energy-efficient models, at least A+ rated
- Install a smart meter – a great way to monitor energy use, take control of energy bills, and potentially save energy
- Review current energy tariffs and consider changing to a renewable energy tariff
- Use local suppliers where possible to reduce our carbon footprint and stimulate the local economy

Responsibility

AheadMG has a responsibility to ensure that its staff and associates are trained and informed appropriately.

This policy is effectively discharged throughout AheadMG and then reviewed annually and in line with the latest science/technology.

This policy applies to all staff and associate groups irrespective of differences in terms and conditions of service, client engagement, seniority levels, working patterns and any other irrelevant distinction.

All AheadMG policies are accessed and stored on our website <https://www.aheadmg.com/new-starters/>