













Hub South East Scotland is committed to protecting the environment, by adopting sustainable resourcing and consumption practices and taking measures to mitigate carbon production and climate change.

Our Leaders will ensure:

	Visible leadership and collaboration with all of our stakeholders to meet their needs and to improve our performance.
	A positive environmental culture by investing in our Challenging Beliefs, Affecting Behaviour programme.
	All employees are aware of and understand their environmental responsibilities, including effectively mitigating risk.
	Positive reporting of environmental hazards, risks and opportunities is encouraged without reprisal.
	Suitable resources, facilities and finances provided.
	Relevant environmental training, instruction and information is provided.
	Environmental support and advice are provided at all stages of a project, to protect the environment e.g., pollution prevention.
	Compliance with all statutory provisions and industry best practices.
	Regular measurement of our performance to identify continual improvement.
	Annual leading and lagging indicators are set and communicated.
	Suitable actions taken following any incidents or non-conformances.
	Our Policy Statement is reviewed at least annually or following any change and is communicated and available to interested parties.

These commitments are supported by the arrangements included in our Energy, Biodiversity and Responsible Resourcing Policies.

Hub South East Scotland Limited is not an employer however we operate under a series of management services and/or secondment agreements for providing staff members to Hub South East Scotland. References to Hub South East Scotland staff in this document includes all such staff members

This policy is available on Hub South East Scotland website <https://www.hubsoutheastscotland.co.uk> and/or shared with Supply Chain partners.

Signed for and on behalf of the Board:



Paul McGirk
Chief Executive
Hub South East Scotland Limited

Reviewed: November 2023