




Hub South East Scotland(HSE) is committed to protecting the environment, by adopting sustainable resourcing and consumption practices, reducing carbon emissions, and mitigating impacts of climate change. We aim to preserve biodiversity and minimise environmental harm across all our operations. We recognise our responsibilities under current environmental legislation and believe that all environmental incidents are preventable.

We consider our operating environment and stakeholder expectations to keep our environmental practices relevant and effective.

OUR VISION ... we aspire to no harm by creating and maintaining an environment where caring for our people and the environment and communities in which we work is a priority.

OUR COMMITMENT... our Leaders will ensure:

	Visible leadership and collaboration with our employees, supply chain and stakeholders to meet their needs and to improve our performance.
	A set of clear business unit environmental performance objectives are defined, monitored and communicated, aligned to business wide priorities.
	A positive environmental culture by investing in our Challenging Beliefs, Affecting Behaviour programme.
	All employees are suitably trained, competent and understand their environmental responsibilities.
	We will support and empower our teams to positively report environmental hazards, risks and opportunities without reprisal.
	Suitable resources, facilities and finances are provided.
	Relevant and suitable environmental training, instruction and information are provided.
	Environmental support and advice are provided at all stages of a project, to protect the environment.
	Compliance with all statutory provisions and industry best practices.
	Regular monitoring of our performance to identify continual improvement.
	Annual leading and lagging indicators are set, monitored, communicated and understood.
	Suitable actions are taken following any incidents or non-conformances to support learning and improvement to support learning and improvement.

BUSINESS WIDE PRIORITIES 2025/26

- ◆ Via our supply chain;
 - ◆ Track and analyse environmental performance data to drive smarter, data-informed decisions.
 - ◆ Minimise waste production maximise resource efficiency through circular economy principles—reduce, reuse, recycle.
 - ◆ Protect and enhance biodiversity by preserving natural habitat and integrating nature-positive practices
 - ◆ Support climate resilience by identifying and managing environmental risks linked to extreme weather and resource scarcity.

Signed for and on behalf of HSE:



Paul McGirk, Chief Executive
Hub South East Scotland

Reviewed: August 2025