

ITPE takes its environmental obligations seriously and we recognise that we have the ability to make a difference. We recognise that we can and should be encouraging environmentally sound and energy aware practices both in the office and out of it. ITPE has set up several schemes across its UK offices in Edinburgh, Glasgow, Bristol, Aberdeen, and London to support the aims of reducing both our energy consumption and our impact on the environment. ITPE is committed to operating in compliance with all relevant environmental legislation as well as other voluntary standards pertinent to our services. We have dedicated environmental specialist consultants who ensure that the company is aware of its actual and future legal obligations in this field.

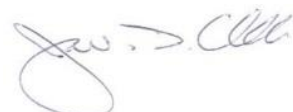
Our environmental management system is designed to meet the requirements of the international standard ISO14001:2015. ITPE is committed to preventing pollution and the adverse use of resources arising from our activities and moving towards best practices for corporate sustainability. To this end, we have established a QEMS Team to assist us in delivering the commitments made in this policy.

In managing our environmental concerns, we seek to:

- Operate and continually improve our environmental management system with a view to enhancing environmental performance throughout our operations and the protection of the environment for elements within our control or sphere of influence as assessed with reference to our context and interested parties;
- Identify our environmental aspects to determine those that are significant;
- Ensure the availability of information and of necessary resources to achieve objectives and targets;
- Conduct an energy review and developing an energy baseline against which we will monitor and measure our energy usage and develop improvement programmes where appropriate;
- Outline our objectives and targets and allocate resources to achieve these;
- Minimise the volume of waste deposited by re-using and recycling materials wherever possible in line with the 'Reduce, Reuse, Recycle' principles;
- Seek to purchase recycled, recyclable or refurbished products and materials where these alternatives are available, economically viable and suitable;
- Adapt to a more sustainable culture by providing staff with relevant education and information to encourage them to live and work in an environmentally responsible manner;
- Promote the use of public transport to staff, contractors and visitors to our offices;
- Support the integration of environmental considerations and objectives into our business decisions and strategic direction of our business where practicable;
- Communicate our commitment to clients and the public and encouraging them to support it;
- Monitor our progress on our environmental and energy performance;
- Review this policy annually to ensure it remains current and in line with planned future activities.
- Use effective communication, involvement and consultation activities on environmental matters both within the business and with relevant stakeholders;
- Ensure the competence of our employees through the provision of adequate information, and effective instruction, training and supervision;
- Co-operate with other organisations in respect of environmental management;

We are committed to providing adequate organisation, arrangements, and financial and physical resources to facilitate the successful delivery of this Environmental Policy. We will ensure that competent personnel are available to provide authoritative advice, training and support, to assist in promoting a strong and positive environmental culture.

Signed:



Jonny Clark
Managing Director

Date: 8th February 2021