



## ENVIRONMENTAL POLICY

VIGILO are committed to deliver quality service to our clients in an effective, responsive and professional way while proudly keep and maintain the following key features.

Protection of the environment in which we live and operate is part of the company values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way in which we do business.

In this policy statement we commit our company to:

- Complying with all relevant environmental legislation, regulations and approved codes of practice;
- Protecting the environment by striving to prevent and minimize our contribution to pollution of land, air, and water;
- Seeking to keep wastage to a minimum and maximize the efficient use of materials and resources with electronic applications (apps) implemented for employment application forms and all it's sundries making our application form and new start exercise completely paperless.
- Managing and disposing of all waste in a responsible manner;
- Providing training for our staff so that we all work in accordance with this policy and within an environmentally aware culture;
- Regularly communicating our environmental performance to our employees and other significant stakeholders;
- Developing our management processes to ensure that environmental factors are considered during planning and implementation;
- Monitoring and continuously improving our environmental performance.
- Electronic applications (apps) implemented to assist those working remotely to avoid paper documentation being sent.

The policy statement will be regularly reviewed and update as necessary. The management team endorses these policy statements and is fully committed to their implementation.

Signed

*E. Gilmour*

Edward Gilmour  
Managing Director

Issue Date 27/02/25  
Review Date 27/02/2026

Issue 3: 27/02/24