

Gavdi Group Sustainability Policy

Gavdi Group understands that its activities have both direct and indirect environmental impacts and sees the protection of the environment as an integral part of good organisational practice. Gavdi Group is therefore committed to improving and promoting sustainability. Gavdi is Committed to Promoting Sustainability.

Gavdi Group Sustainability Policy

Guiding Principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability considerations into our business decisions.
- To ensure that our staff are aware of our Sustainability Policy and are committed to implementing and improving it.
- To Source and procure, where feasible, more environmentally friendly goods and services.

Practical Steps In order to Put These Principles into Practice

Travel and Meetings

- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from situations where the alternatives are impractical and/or cost prohibitive. Gavdi personnel are actively engaged in the promotion of cycle to work programmes.
- Include the full costs of more sustainable forms of transport in our financial proposals, rather than the least cost option which may involve travelling by car or air, where this are accepted by our clients
- Avoid physically travelling to meetings etc. where alternatives are available and practical, such as using teleconferencing, video conferencing or web cams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners.
- To reduce the need to travel to work on clients sites including meetings, training and elsewhere, and facilitate regular client contact, we will provide means of performing this activities any time.
- Reduce the need for our staff to travel by supporting alternative working arrangements, including home working (we have introduced an program where employees and get the cost of home work are paid by the company etc., and promote the use of public transport by locating our offices in accessible locations.

Purchase of Equipment and Consumption of Resources

- Improving waste management practices to minimise waste generation and maximise therecycling and recovery of waste which is generated.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- Together with our landlords seek to purchase electricity from a supplier committed to renewable energy. Seek to maximize the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.
- Ensure that timber furniture, and any other timber products, are recycled or from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified.

Working Practices and Advice to Clients

- Encourage our employees to undertake voluntary work with the local community and / or environmental organizations and make donations to seek to offset carbon emissions from our activities.
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients.
- Make a copy of our Sustainability Policy available to our clients whenever this is appropriate.



Søren Koppelhus

Gavdi Group, CEO



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