



Horizons Plymouth Environmental and Sustainability Policy

Policy last reviewed	February 2026	
Next review date	February 2027	
Policy last updated	March 2024	
Signed		28 th February 2026
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Policy Statement

Horizons Plymouth (Horizons) is committed to leading the industry in minimising the impact of its activities on the environment as far as is practicably possible.

The key points of its strategy to achieve this are:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- Use an accredited program to offset the greenhouse gas emissions generated by our activities.

While some of these actions are already in place in our establishments, some are currently aspirational.

Mission Statement

Horizons recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage customers, suppliers and other stakeholders to do the same.

Responsibility

Horizons is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.



Policy Aims

We endeavour to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training

Paper

We will minimise the use of paper in the office.

We will reduce packaging as much as possible.

We will seek to buy recycled and recyclable paper products.

We will reuse and recycle all paper where possible.

Energy and Water

We will seek to reduce the amount of energy used as much as possible.

Lights and electrical equipment will be switched off when not in use.

Heating will be adjusted with energy consumption in mind.

The energy consumption and efficiency of new products will be taken into account when purchasing.

Office Supplies

We will evaluate if the need can be met in another way.

We will evaluate if renting/sharing is an option before purchasing equipment.

We will evaluate the environmental impact of any new products we intend to purchase.

We will favour more environmentally friendly and efficient products wherever possible.

We will reuse and recycle everything we are able to.

Transportation

We will reduce the need to travel, restricting to necessity trips only.

We will promote the use of travel alternatives such as e-mail or video/phone conferencing.

We will make additional efforts to accommodate the needs of those using public transport or bicycles.

We will favour 'green' vehicles and maintain them rigorously to ensure ongoing efficiency.

Maintenance and Cleaning

Cleaning materials used will be as environmentally friendly as possible.

Materials used in office refurbishment will be as environmentally friendly as possible.

We will only use licensed and appropriate organisations to dispose of waste.



Monitoring and Improvement

We will comply with and exceed all relevant regulatory requirements.

We will continually improve and monitor environmental performance.

We will continually improve and reduce environmental impacts.

We will incorporate environmental factors into business decisions.

We will increase employee awareness through training.

We will review this policy and any related business issues at our monthly management meetings.

Culture

We will involve staff in the implementation of this policy, for greater commitment and improved performance.

We will update this policy at least once annually in consultation with staff and other stakeholders where necessary.

We will provide staff with relevant environmental training.

We will work with suppliers, contractors and sub-contractors to improve their environmental performance.

We will use local labour and materials where available to reduce CO2 and help the community.
