

## Environmental policy

Venture recognises that its business activities have both a direct and indirect impact on the natural environment and is therefore committed to proactively managing these in a responsible manner. Venture complies with all relevant legislation, commercial requirements and codes of conduct regarding the business impact on the environment.

This policy outlines our key commitments to protect and preserve the environment. We continually review our impact on the environment and have introduced the following business processes to reduce our carbon footprint.

We implement the following processes for reducing carbon emissions across the organisation:

- Fuel consumption
  - Rotas are designed around car sharing where possible
  - Fuel efficient vehicles will be used for patrols
  
- Energy consumption
  - Venture's office space is arranged to ensure maximum use of sunlight through windows, thereby maximising the vision glazing factor and reducing the number of light bulbs in use
  - Energy saving light bulbs are used
  - Windows remain open during business hours to utilise natural ventilation
  - All electrical appliances are switched off when not in use
  - Documents are double checked before printing to minimise the number of reprints
  - Self sealing payslips have been chosen as they do not require the use of envelopes, therefore saving paper
  - Cardboard from delivery packages is stored and either reused or sent for recycling
  
- Environmentally-friendly products used wherever possible
  - Venture's business stationary is printed by a sustainable printing company that uses Ecoprint-system4
  - Recycled stationary is used

We also attempt to reduce waste and recycle/ reuse materials where possible; e.g. by donating empty print cartridges to a charity recycling initiative.

All staff are required to adhere to environmental legislations and regulations applicable to this policy, other requirements (including those imposed by our customers) accepted by Venture, as well as self-imposed standards; and all members of Venture are encouraged to take actions in consideration of the natural environment in their everyday working practices.