

Southern Air Systems Ltd

Environmental Policy

Policy on commitment to protecting the local environment in all aspects of our business practices, with an emphasis on reducing our carbon footprint

1. Policy Statement

Southern Air Systems Ltd recognises the importance of environmental stewardship as part of our commitment to responsible and sustainable business operations. As a provider of compressor maintenance and installation services, we are dedicated to minimising the environmental impact of our activities and continually improving our Environmental Performance Index (EPI).

We aim to integrate environmental considerations into all aspects of our decision-making, operations, and culture.

2. Scope of Application

This policy outlines the environmental responsibilities of everyone involved in our operations. It applies to all employees, contractors, and stakeholders whether working in our offices, on client sites, or in any capacity representing Southern Air Systems Ltd:

- All employees, including office and field-based staff
- Contractors, subcontractors, and consultants
- Stakeholders involved in the delivery of our services
- All operational environments, including offices, workshops, and client sites

Everyone associated with the company is expected to uphold the values outlined in this policy.

3. Our Key Environmental Commitments

We are dedicated to integrating environmental considerations into our daily operations. Our commitments reflect our proactive approach to sustainability, legal compliance, and continuous improvement.

Southern Air Systems Ltd commits to:

- **Legal Compliance:** Adhering to all relevant UK environmental legislation and regulatory requirements
- **Pollution Prevention:** Managing hazardous substances and waste responsibly to prevent environmental harm
- **Sustainable Resource Use:** Conserving water, energy, and raw materials through efficient practices
- **Carbon Footprint Reduction:** Implementing practical and innovative changes to reduce greenhouse gas emissions
- **Employee Awareness:** Promoting environmental responsibility through training and communication
- **Continuous Improvement:** Using performance reviews, audits, and measurable targets to drive progress

4. Environmental Objectives

To achieve our environmental goals, we have identified specific focus areas where we can make the greatest impact. These objectives guide our operational practices and help us track progress toward reducing our Environmental Performance Index (EPI).

a. Waste Management:

- Identify, store, treat, and dispose of waste materials (including hazardous substances) safely and responsibly
- Clearly label all waste containers to prevent cross-contamination
- Maintain secure and compliant storage areas for waste and chemicals
- Use spill kits and implement waste minimisation strategies across all sites

b. Energy & Resource Efficiency:

- Switch to LED lighting across all facilities
- Transition to electric and hybrid vehicles for service operations
- Promote recycling and reuse in both office and site environments

c. Education & Engagement:

- Deliver environmental training to all staff during onboarding and at regular intervals
- Use signage, bulletins, and internal communications to reinforce environmental messages
- Ensure all employees receive this policy and are informed of updates

d. Supply Chain & Procurement:

- Collaborate with suppliers to source sustainable products such as renewable lubricants, recycled materials, and energy-efficient equipment
- Reduce delivery frequency through order consolidation to lower transport emissions
- Prioritise suppliers who demonstrate environmental responsibility

5. Waste Management

Southern Air Systems Ltd has identified areas of work that require the use of hazardous materials and lubricants. As part of our commitment to reducing our EPI, Southern Air Systems Ltd have made the following arrangements to ensure that we reduce our impact to the environment.

The arrangements include, but may not be limited to:

- Securely storing hazardous waste (Oil)
- Allocating resources to ensure that any waste is recovered and recycled properly.
- Ensuring that waste containers are clearly identifiable
- Ensuring that spillage response kits are available
- Areas of waste storage are identified and clearly maintained

6. Legal & Regulatory Compliance

Compliance with environmental legislation is a fundamental requirement of our operations. We ensure that our practices meet or exceed regulatory standards and reflect current government guidance and industry best practices

Southern Air Systems Ltd will:

- Maintain up-to-date compliance with all applicable environmental laws and regulations
- Incorporate best practice guidance from gov.uk/environmental-management
- Conduct regular environmental risk assessments and act on findings

7. Education, Engagement & Enforcement

Southern Air Systems Ltd recognises that meaningful environmental progress depends on informed and engaged employees. We are committed to embedding environmental responsibility into our workplace culture through the following practices:

a. Awareness & Training

- All staff receive this Environmental Policy upon joining the company and during policy updates
- Environmental awareness is reinforced through onboarding sessions, toolbox talks, and refresher training
- Visual reminders such as signage, posters, and digital displays are placed throughout office and site environments to promote sustainable behaviours

b. Communication

- Policy updates and environmental initiatives are communicated via bulletin emails and internal newsletters
- Hard copies of policy updates are distributed to ensure accessibility and to confirm that staff have read and acknowledged changes
- Environmental performance and achievements are shared regularly to maintain momentum and transparency

c. Enforcement & Accountability

- All employees are expected to comply with environmental procedures and contribute to reducing our Environmental Performance Index (EPI)
- Non-compliance may result in corrective actions, including retraining or disciplinary measures, depending on severity
- Managers are responsible for monitoring adherence and providing support to ensure environmental standards are upheld

8. Roles & Responsibilities

Environmental responsibility is a shared duty across our organisation. While leadership sets the direction and monitors progress, every employee plays a vital role in implementing sustainable practices and upholding our environmental standards.

- Management is responsible for implementing this policy, setting objectives, allocating resources, and reviewing performance
- Employees must follow environmental procedures and actively contribute to reducing the company's environmental footprint
- Technical Service Manager oversees the execution of the environmental action plan and leads the annual policy review

9. Environmental Action Plan

Our action plan outlines both short-term and long-term initiatives designed to reduce our environmental footprint. These goals are realistic, measurable, and aligned with our commitment to operational excellence and sustainability.

Short-Term Goals (2022–2026)

- Implement a paperless administration system
- Reduce office energy usage through smart equipment controls
- Safely remove and dispose of surplus hazardous materials
- Consolidate orders to reduce delivery frequency and emissions

Long-Term Goals (2026–2032)

- Transition to renewable energy sources where economically viable
- Upgrade fleet vehicles to electric or hybrid models
- Source environmentally friendly lubricants, parts, and consumables
- Prioritise energy-efficient and recycled equipment in procurement
- Pursue ISO 14001:2015 accreditation to formalise our environmental management system

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