

# Environmental Policy

Last Reviewed September 2024.

## Introduction

We recognise that organisations of all kinds are, increasingly, determined to achieve and demonstrate sound environmental performance by controlling the impact on the environment by their activities, products and services. This is in the context of growing environmental awareness, increasingly stringent legislation and other factors promoting environmental protection and best practice.

We are concerned about the environment and recognise that good environmental management must be an integral and fundamental part of our corporate business strategy.

## Scope

This statement covers goods and services used and provided by Zen Educate and everyone working for us. It concerns the immediate impacts of our activities and policies. The policy excludes the indirect impact of our goods and services that we cannot control or influence and also our suppliers' impact that we are unable to influence.

## Environmental Commitments

In the course of our operations, and within resource constraints, we will improve our environmental performance by:

- conserving energy, water, wood, paper and other resources, particularly those which are scarce or non-renewable, while still providing a safe and comfortable working environment;

- reducing waste through re-use and recycling and by using refurbished and recycled products and materials where such alternatives are economical and suitable; and
- ensuring that any products used or derived from wildlife, such as timber and plants, are from sustainable sources and comply with European Union and international trade rules such as CITES (the Convention on International Trade in Endangered Species).
- phasing out, where practical, ozone depleting substances and minimising the release of greenhouse gases, volatile organic compounds, vehicle emissions and other substances damaging to health and the environment.
- specifying that contractors comply with the same when working on our premises; and
- communicating openly with staff and others, educating, training and motivating our colleagues, and other relevant persons and organisations to encourage them to support our environmental objectives; and
- responding appropriately to reasonable external requests for environment information.
- Whether any goods or services are environmentally preferable will be an important factor when any purchasing decision is made.
- demonstrating that, where relevant, environmental issues are considered when making decisions, planning and developing policy, programmes and projects; and
- We shall train and encourage our staff to implement our environmental policy.

This policy has been and will be communicated to all employees.

This policy will be reviewed on a regular basis and revised as appropriate.

Signed:

A handwritten signature in black ink, appearing to be 'Oren Cohen', with a stylized, cursive script.

Oren Cohen, Director  
Date: 23/07/2021