

Environment Policy

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Document owner / signatory	Director, PWR People Ltd
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Company	PWR People Ltd (Company No. 17448327), 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE

PWR People Ltd exists to staff the clean-energy transition. Environmental responsibility is therefore central to our purpose, not an add-on. This policy sets out our environmental commitments for our own operations and for the influence we have on the wider renewables workforce.

1. Purpose and scope

This policy applies to all PWR People Ltd operations, staff, associates and suppliers. PWR People operates an environmental management system aligned to the principles of ISO 14001:2015 and is committed to seeking independent certification as the business grows.

2. Legal and regulatory context

We comply with all applicable environmental legislation, including the Environment Act 2021 and waste regulations. As a small company we are currently below the mandatory Streamlined Energy and Carbon Reporting thresholds; we nevertheless monitor our footprint voluntarily. We support the UK's statutory net-zero target and, where a public-sector contract requires it under PPN 06/21 (or its successor), we will publish a Carbon Reduction Plan in the required format.

3. Policy statement and commitments

- Prevent pollution and minimise waste, energy use and business travel from our own operations.
- Operate digital-first and paperless wherever practicable.
- Prioritise remote and video meetings; where travel is necessary, prefer rail and public transport.
- Select suppliers with credible environmental practices and prefer renewable-energy tariffs and cloud providers with published net-zero commitments.
- Contribute positively to decarbonisation through our core business: placing the skilled people who build, operate and maintain wind and solar assets.
- Comply with legal and other requirements and continually improve our environmental performance.

4. Responsibilities

The Director is accountable for environmental performance and for this policy. All staff, associates and suppliers are expected to support these commitments in their day-to-day work.

5. Implementation, monitoring and KPIs

We identify our environmental aspects and impacts, set objectives annually, and track performance. Key performance indicators:

- Proportion of client and candidate meetings held remotely (target 80%+).
- Business mileage and associated emissions, reported annually with a year-on-year reduction target.
- Paper consumption (target: near zero — digital signature and e-documents by default).
- Proportion of key suppliers screened for environmental practices (target 100%).

6. Raising concerns

Environmental concerns or improvement suggestions should be raised with the Director.

7. Review

This policy is reviewed annually by the Director; next review September 2027.