



Environmental Policy

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Policy Statement

Ayotte's Recruitment and Training Academy Ltd (hereafter referred to as "the Company") is fully committed to reducing the environmental impact inherent within our operational activities. We are dedicated to continuous improvement in our environmental performance, ensuring that we operate sustainably while providing recruitment, training and security services. Our policy establishes the framework for setting and reviewing environmental objectives and targets.

Scope

This policy applies to all operations and services provided by the Company, including but not limited to control room operations, support for field staff, and administrative functions.

Energy and Resource Management

The Company is dedicated to using electricity in an efficient, responsible manner. We will actively seek opportunities to reduce energy consumption within our operations, particularly focusing on lighting, computer usage, and heating systems. We will also engage with our property managers to explore the possibility of accessing data regarding our energy usage, allowing for better management and potential reductions.

Waste Management

The Company shall follow the waste disposal and recycling protocols provided by our property managers. We will encourage our employees to participate actively in recycling initiatives and will ensure that all waste generated by our operations is disposed of responsibly.

Transportation

While some employees use personal vehicles for transportation, the Company strongly encourages the use of public transport to reduce our carbon emissions. We will continue to review and, where possible, implement additional measures to support environmentally friendly travel options for our employees.

Training and Employee Engagement

The Company recognises that our employees play a vital role in achieving our environmental objectives. To this end, we will develop and implement training modules focused on environmental awareness and sustainable practices within the workplace. Our environmental policy and any relevant updates will be communicated to all employees.

Compliance and Legislation

We will ensure compliance with all relevant environmental legislation and will implement a system of monitoring, including in-person checks and oversight by property managers, to maintain our standards. The Company will also remain informed of new environmental regulations that may affect our operations.

Sustainability Goals and Initiatives

Ayotte's Recruitment and Training Academy Ltd currently does not have specific sustainability goals or initiatives. However, we are committed to exploring the potential incorporation of renewable energy sources and energy-efficient technologies in our future operations.

Community and Stakeholder Engagement

Our engagement with the community on environmental issues will be conducted through local council initiatives. We will ensure transparent communication with our stakeholders regarding our environmental efforts and will seek to align our practices with community values.

Measurement and Reporting

To assess the effectiveness of our environmental policy, we will:

- Collaborate with property managers to establish baseline metrics for our environmental footprint.
- Set targets for improvements in energy consumption, waste production, and recycling.
- Monitor our performance against these targets and report annually on our progress.

Policy Review and Continuous Improvement

This environmental policy will be reviewed annually to ensure it remains relevant and effective in reflecting the Company's environmental priorities and objectives. We encourage our employees and stakeholders to provide feedback for improvement.

Implementation

The successful implementation of this policy requires a team effort and the full support of all employees. Ayotte's Recruitment and Training Academy Ltd commits the necessary resources to ensure that our environmental policy is implemented, maintained, and continually improved upon.

Conclusion

Ayotte's Recruitment and Training Academy Ltd is dedicated to leading by example in our commitment to the environment. We understand the impact our operations may have on the planet and pledge to operate in an environmentally responsible manner, continually seeking ways to reduce our ecological footprint.

This policy is endorsed by the senior management of Ayotte's Recruitment and Training Academy Ltd and will be reviewed and updated on an annual basis.