Environmental Policy

Scope

CMC Partnership Consultancy Ltd ('CMC') supports businesses to achieve their transformation aims through the provision of change management consultancy services.

CMC policies provide a framework for corporate governance. Policies, corporate statements and procedures are reviewed on a regular basis to ensure they meet the needs of the business, including all regulatory, audit and contractual compliance requirements. Changes to policy will be communicated and further training provided if required.

Roles and responsibilities

- Company directors are responsible for creating an organisational culture which supports delivery of the company's policy objectives.
- Business and line managers provide policy awareness through induction and ongoing training.
- All employees and users of company IT services have a responsibility to adhere to company policy.
- Parties working on behalf of CMC – sub-contractors, third party suppliers and business partners – will be contractually required to comply with specific policies and procedures: Anti-Bribery & Corruption, Environmental, Health & Safety, and Equality policies, CMC's Modern Slavery Statement. Anti-Bullying, Harassment & Acceptable Use and the Information Security Management, Digital & Social Media policies may also apply, depending upon the level of engagement. These documents will be made available on CMC's website, or shared directly with third parties as defined in their contractual agreements.

Non-adherence to CMC policies, associated procedures and formal guidance may result in disciplinary action, including dismissal or contract termination. It may also invoke criminal and/or civil penalties.

This policy set is provided to staff as part of the company's induction process and is shared annually as a refresher to all permanent employees. Recipients are required to sign for receipt and understanding and encouraged to request further information and/or training at any time via their line manager.

This policy set was reviewed and approved by the CMC Operations Board.

Date: 22.09.2026

Signed by: Jeanette Lane, Director



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Environmental Policy

CMC recognises that in our day-to-day operations our business activities impact upon the environment in a number of ways. The company is committed to improving environmental performance, preventing pollution, and in supporting government policy for sustainable development. CMC strives to deliver continual improvement using its internal Environmental Management System to do so.

In particular CMC aims to:

- Integrate environmental management into all business activities
- Ensure compliance with all relevant regulations and legislation, regulations and other requirements to which CMC subscribes to
- Monitor progress on a regular basis to identify strengths and weaknesses in order to highlight actions required to prevent deficiencies
- Ensure all staff actively support CMC's environmental improvement programmes, working together to achieve company environmental objectives and targets
- Communicate the company environmental policy to all interested internal and external parties and respond appropriately to requests for information

CMC seeks to reduce organisational business environmental impact and will work to improve sustainability through improvements in:

- The effective use of energy and other utility services, including water
- Waste management and in particular by reducing the amount of waste sent to landfill
- The reduction or the offsetting of greenhouse gas emissions created as a result of direct and indirect business activities
- Contract management and ethical purchasing activities

All CMC staff and visitors working in CMC-controlled premises have a responsibility for the environment and should conduct their activities suitably and in line with CMC policy and environmental targets, always seeking continuous improvement.

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