

## ENVIRONMENTAL IMPACT POLICY

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### 1. ENVIRONMENTAL IMPACT STATEMENT

At Haseltine Lake we aim to monitor and control the environmental impact arising from our working activities so as to avoid or minimise adverse impact and adopt environment friendly working practices.

In particular we will:

- *establish a basis for measuring our carbon footprint and target year on year reductions;*
- *provide information and instruction to employees on best workplace practices;*
- *consult partners and staff on environmental issues relevant to the workplace;*
- *encourage our landlords and suppliers to adopt appropriate working practices;*
- *put in place detailed arrangements to satisfy the objectives stated in this policy; and*
- *review and revise this policy and the detailed arrangements as necessary and in any event at annual intervals.*

### 2. RESPONSIBILITY FOR ENVIRONMENTAL IMPACT

#### 2.1 Management Committee and Chief Executive

- Overall responsibility for our environmental impact rests with the Management Committee of Haseltine Lake and is overseen on their behalf by the Chief Executive.

#### 2.2 Operations Director

- Operational responsibility for ensuring compliance with the *Environmental Impact Policy* is delegated to the Operations Director who has the authority of the Partners to act as he reasonably considers necessary to meet the objectives of the *Environmental Impact Policy*.

#### 2.3 The Green Group

- This is a body of volunteers from different sections of our workforce who share an interest in environmental issues and who initiate positive action for environmentally friendly practices within Haseltine Lake.

#### 2.4 Partners and Staff

- We expect everyone at Haseltine Lake to play their part in controlling and reducing Haseltine Lake's environmental impact, and in particular:
  - *to comply with reasonable instructions given in relation to workplace initiatives to control or reduce our environmental impact; and*
  - *to raise any environmental concerns or ideas with the Operations Manager or with the firm's Green Group.*

**L Evans**  
**Chief Executive**