



Updated: May 2025
Next update due: May 2027

Environmental & Sustainability Policy

STATEMENT OF GENERAL POLICY

The Pearl Exchange recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our strategy and operating methods, with regular review points. We will encourage suppliers and other stakeholders to do the same.

RESPONSIBILITY

The Pearl Exchange is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

POLICY AIMS

We endeavour to:

- Comply with and seek to exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

PAPER

- We will minimise the use of paper in the office.
- We will reduce packaging as much as possible.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.

ENERGY & WATER

- We will seek to reduce the amount of energy used as much as possible.
- We will use solar to power our building and sell power which is not needed back to the grid.
- Lights and electrical equipment will be switched off when not in use.
- Heating will be adjusted with energy consumption in mind.
- The energy consumption and efficiency of new products will be taken into account when purchasing.

OFFICE SUPPLIES

- We will evaluate if the need can be met in another way.
- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.

- We will reuse and recycle everything we are able to.

IT

- We will remove email footers and embedded jpegs from internal and reply emails with trails.
- We will seek, after appropriate security and data removal processes, to have IT equipment re-used rather than direct disposal or recycling.

TRANSPORTATION

- We will reduce the need to travel, restricting to necessity trips only.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those walking, using public transport or bicycles.
- We will explore opportunities for staff to work from home, where appropriate, reducing their need to commute.
- We will explore other alternatives to air travel, where appropriate, such as train within UK or video-conferencing overseas.

MAINTENANCE & CLEANING

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of waste.

MONITORING & IMPROVEMENT

- We will comply with and seek to exceed all relevant regulatory requirements.
- We will continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.
- We will increase employee awareness through training.
- We will review this policy and any related business issues at our monthly management meeting.

CULTURE

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental training.
- We will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 and help the community.

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