



**KINGDOM**

**ENVIRONMENTAL CARBON  
REDUCTION POLICY**

Service With **Care**

Owner: Head of Compliance

## 1. Introduction

1.1 Kingdom Services Group recognises the impact of climate change across the world. The use of non-renewable fuels, increase in carbon emissions and an increasing population have all contributed to devastating scenes worldwide. No country remains untouched including the UK.

1.2 Therefore Kingdom Services Group is committed to reducing the environmental impact of our operations. We are committed to complying with all applicable legislation that cover the sectors we operate in, as well as the legal requirements of any country we are established in.

1.3 This policy has been produced in line with our organisational values:

- C – Community
- A – Ambition
- R – Respect
- E – Environment

1.4 This policy is to be read in conjunction with the following policies and documentation:

- ISO 14001 Manual
- Kingdom Environmental policy
- Kingdom Waste policy

1.5 Due to the critical nature of this policy it has been signed with an annual review period of 12 month maximum.

1.6 This policy is applies to all entities within Kingdom Services Group:

- Kingdom Services Group
- Kingdom Cleaning
- Kingdom People
- Kingdom Healthcare
- Kingdom LA Support
- Kingdom Academy
- Kingdom Care
- Kingdom Medical
- Kingdom Mercury
- Kingdom Systems

## 2. Policy Statement

2.1 Kingdom Services Group recognises and is concerned about the environment and the continued global abuse it receives. Therefore, the Group will do all within

its power to maximise our control over any environmental impact that our activities / projects may have.

## *Purpose and Aim*

2.2 Kingdom Services Group needs to balance our environmental commitments with what is reasonably practicable within the financial constraints of each sector.

2.3 It is our aim to ensure our commitment to continual improvement in minimising the impact our activities have on the environment.

2.4 Kingdom Services Group will ensure it operates within all environmental, legal, and other requirements imposed by UK and EU law and best practice.

2.5 Kingdom Services Group holds ISO 14001 certification in environmental management systems and will maintain this accreditation as a minimum standard for all future environmental and future reduction initiatives.

## *Scope*

2.6 The aim of this policy is for Kingdom Services Group to control its impact on the environment through the following objectives:

- Minimise our contribution to pollution by reducing our carbon emissions and waste together with recycling, reusing, and reducing wherever possible.
- Assess the adverse effects our operations/partnerships may have on the environment and seek ways to minimise them.
- Introduce into our procurement practice supplier selection criteria based on a minimum environmental standard.
- Promote environmental awareness to all stakeholders including the induction of new staff.
- Monitor, report, and reduce carbon emissions specifically from heat, power, and travel.

We will achieve the objectives through the following activities:

- a. Set agreed targets for stabilising and reducing site energy consumption and carbon emissions
- b. Monitoring, measuring and reporting on energy use, cost and carbon emissions in Scopes I, II, and III within all parts of the Group.
- c. Develop an ongoing programme of preventative maintenance in order to improve the efficiency of the Group's energy /heat transmission systems and fleet management.
- d. We will prepare baseline measurements and maintain a Carbon Management plan by?? 2024
- e. We will commit to achieving net zero by 2050
- f. We have achieved NCZ Carbon gold in 2023

- g. We will achieve NCZ Carbon platinum by 2026
- h. We will have a 100% electric fleet by 2032
- i. By selecting the most appropriate form of travel taking in to account carbon emissions as well as other business factors; and only travel when necessary.
- j. Ensuring that our buildings are operated in such a manner so to optimise use and reduce emissions through control of heat and power.
- k. Reducing waste through control of packaging for bought in goods.
- l. Recycling all appropriate waste such as paper, card, metals, and plastics.
- m. Reducing our use of plastics
- n. Ensuring that the induction process for new starters contains information about this policy and obligations to adhere to it.
- o. Challenging behaviour of colleagues who act in a manner contrary to this policy.
- p. Implementing a central reporting mechanism to allow senior management to be informed about environmental issues within the organisation and achievements made in mitigating the overall environmental impact.
- q. Expanding the availability and use of new technologies to allow for changes in behaviour particularly around travel, e.g. greater use of video conferencing.
- r. Including in supplier selection and review criteria minimum environmental standards expected of current and future suppliers for bought in goods and services.

## *Standards*

2.7 ISO 14001:2015 is our standard for our environmental management systems.

## 3. Responsibilities

3.1 The Head of Compliance will be the owner of this policy.

3.2 All of our people are responsible for complying with this policy and supporting our efforts to minimise our impact on the environment.

3.3 The Compliance Centre Manager supported by the ESG Compliance Office will be responsible for the measuring, collating, and reporting on the Carbon Plan performance and target achievement to the Group Review Board.

3.4 Management and all those in a supervisory role have the responsibility for implementing the policy within their areas of responsibility and should ensure that environmental issues are given adequate consideration in the planning and execution of our operations, services and programs.

## 4. Laws and Regulations

4.1 We will ensure we operate within all environmental, legal and other requirements as imposed by EU and UK law and best practice.

4.2 This policy can be shared with external stakeholders including members of the public and commissioners.

4.3 Where applicable, Kingdom Services Group will comply with commissioners' environmental/carbon reduction policies and initiatives.

## 5. Monitoring and Compliance

5.1 Management systems certified to ISO14001:2015 standard are in place to monitor this policy and ensure compliance.

5.2. The Compliance Centre will report as detailed in 3.3 above.

5.2 The Compliance Centre will report the results of the Carbon Management Plan to the Board and all stakeholders on a regular basis and at a minimum every twelve months.

## 6. Review

This policy was created 15<sup>th</sup> March 2024. It is next scheduled for review is 15<sup>th</sup> March 2025, but may be updated earlier if required.