



Equality Link Consultancy

Environmental Policy

Equality Link Consultancy was established in 2007 to provide disability equality and general diversity training, access audits, auxiliary aids and services to business. Equality Link Consultancy also undertake international work concerning the Human Rights of Disabled People by providing consultancy based services and training in disability equality. The Company conducts its business in a socially responsible and ethical manner.

Equality Link Consultancy is fully committed to achieving high standards of performance in minimising the impact on the environment through our activities.

The Company aims to educate, train and motivate our workforce, contractors and suppliers to conduct their activities in an environmentally responsible manner and strive for continuous improvement. In particular, employees will be made aware of:

- the importance of conformance to environmental management systems
- the significant environmental impact(s) of their work activities
- their roles and responsibilities, including any emergency arrangements

We will encourage openness and dialogue with our workforce on environmental issues and responsibility for environmental protection rests with all levels of management and all categories of employee, consultants and suppliers.

This statement applies to Equality Link Consultancy consultants, employees and wherever possible sub-contractors.

Our work carries no environmental burden but by carrying out the following procedures, we aim to minimise our impact on the environment. We encourage all our employees, consultants and suppliers to follow these procedures.

The table below shows the approach which will enable Equality Link Consultancy to reduce the impact of their operations on the environment:

Activity description
<ul style="list-style-type: none"> • formal monitoring and reporting on progress
Reduction in use of consumables through:
<ul style="list-style-type: none"> • use of electronic communication and reporting as standard
<ul style="list-style-type: none"> • use re-cycled paper for printing and photocopying
<ul style="list-style-type: none"> • use double- sided printing and photocopying
<ul style="list-style-type: none"> • scrap paper (non-confidential waste) system for note paper and drafts
<ul style="list-style-type: none"> • re-cycle waste paper and shredding
Reduction in energy consumption
<ul style="list-style-type: none"> • switch off monitors when not in use
<ul style="list-style-type: none"> • power down computer if not to be used for one hour
<ul style="list-style-type: none"> • switch off lighting and heating when not required
Reduction in carbon emissions
<ul style="list-style-type: none"> • encourage car sharing and use public transport wherever possible
<ul style="list-style-type: none"> • combine meetings/audits to minimise travel
<ul style="list-style-type: none"> • use of skype and other video conferencing to reduce meetings
Reduction in waste disposal
<ul style="list-style-type: none"> • all redundant equipment will be stored, collected, treated,

Activity description
recycled and disposed of in-line with waste electrical and electronic equipment (WEEE) ie separately from your other waste. Equality Link Consultancy will obtain and keep proof that our WEEE is given to a waste management company, and is treated and disposed of in an environmentally sound way
<ul style="list-style-type: none">• printer toner cartridges will be re-cycled

This policy will be made available to all clients and partner organizations by publishing the policy on the Equality Link Consultancy website. All employees, consultants and suppliers will be required to agree to the policy prior to commencement of activities.

Signed & dated

Jaspal Dhani

Owner / Managing Director



Dated: 27 January 2009

Next review date: 27 January 2010