



Equality Link Consultancy

Sustainability/Fair Trade Policy

This is the policy statement of Equality Link Consultancy who 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 must acknowledge its share of responsibility for taking care of its local environment. Equality Link Consultancy has a vision of, and commitment to, sustainable development, defined as:

*“Development which meets the needs of the present without compromising the ability of future generations to meet their own needs”
(Bruntland Commission 1987)*

Equality Link Consultancy is committed to a sustainable approach to a better quality of life through:

- social progress that recognises the needs of everyone
- effective protection of the environment
- prudent use of natural resources
- maintenance of high levels of economic growth

Equality Link Consultancy seeks ways to reduce the impact on the local and global environment through ensuring that the principals of sustainability inform its actions.

This policy therefore aims to ensure that our commitment to the environment and to sustainability is not compromised by buying products from or dealing with companies who have no such commitments.

To meet this aim, wherever possible, from August 2007, Equality Link Consultancy will only purchase from or deal with businesses that have their own environmental policy. To this end, Equality Link Consultancy will:

- not accept tenders from companies that do not have a comprehensive environmental policy¹. The environmental policy must be submitted before tenders will be accepted and evidence will be required that it is an established working policy of the company (and not simply written to win the tender);
- only purchase paper and other consumables from companies that have a suitable policy for ensuring that all wood and paper products come either from proven, well-managed forests or recycled materials (ie B&Q Timber Buying Policy, The Forestry Stewardship Council etc);
- source fair trade, local and ethical goods and services in the first instance and wherever possible;
- enter into contracts with companies that have clear and comprehensive environmental policies;
- wherever possible, use local companies for all purchases, contracts etc to reduce the impact of transport on the environment;
- in all cases where a provider of goods or services chosen does not fit the above criteria, the justification for the purchasing decision must be documented.

This policy will be made available to all clients and partner organizations by publishing the policy on the Equality Link Consultancy

¹ Comprehensive environmental policies will usually include statements on maintaining an environmental management system to ISO14001 standard, re-use and recycling, transport commitments, the use of bio-degradable products where possible, the reduction of unnecessary packaging, Fair Trade where relevant, the use of local companies and sources of supply where possible, energy reduction commitments etc.

website. All employees, consultants and suppliers will be required to agree to the policy prior to commencement of activities.

Signed & dated

Jaspal Dhani

A handwritten signature in black ink, appearing to read 'Jaspal Dhani', with a horizontal line underneath.

Owner / Managing Director

Dated: 27 January 2009

Next review date: 27 January 2010