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1.Purpose

1.1 This policy describes how MASS will minimise environmental impact from its operations, comply with laws protecting air, land, and water, and prevent pollution or harm to human health and the environment.

1.2 This policy sets out the requirements, framework and responsibilities for all employees and emphasises that the management of products, services and activities that is everyone’s responsibility.

1.3 MASS environmental management system meets the intent of ISO 14001:2015 +A1:2024 Environmental Management System. – Requirements with guidance for use.

2.Scope

2.1 This policy is applicable to MASS Consultants Ltd employees at Enterprise House (EH) and New Horizons (NH).

3.RACI

	Name	
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		Title & Responsibilities
Responsible	Steve Walbridge	The BA&IM is responsible for the maintenance of the Risk Management Procedure and for ensuring employees are provided with access to risk management resources.
Accountable	Keith Norton	MASS Managing Director has ultimate accountability for the environmental management within MASS.
Consulted	Project Managers, Line Managers, OMT & EMT Members BA&IT	Project Managers, Line Managers, OMT & EMT Members are responsible for identifying and prioritising project & operational environmental risks and reporting on those to the BA&IT. Group heads and Line Managers are also responsible for the implementation of the Environmental Policy (this document) and its framework of documents within their business areas. BA&IT is responsible for ensuring the Environmental Management Policies and Procedures are managed, controlled and fit for purpose.
Informed	All MASS Employees	All Employees - are responsible for assisting in the identification and management of environmental risks to the organisation, for facilitating the flow of environmental related information across the organisation and working to environmental policies and processes.

4.Acronyms

EH	Enterprise House
EMS	Environmental Management System
EMT	Executive Management Team
OMT	Operational Management Team
ISO	International Standards Organisation
BA&IT	Business Assurance & Improvement Team
BA&IM	Business Assurance & Improvement Manager
QMSR	Quarterly Management System Review

AMSR	Annual Management System Review
ERMA	Enterprise Risk Management App

5. Commitment to achieving Net Zero

5.1 MASS is committed to achieving Net Zero emissions by 2050. This is being supported through energy reduction measures and certified carbon removal projects, in line with ISO 14068-1: Climate change management – Transition to net zero, Part 1: Carbon neutrality.

6. Policy

6.1 The MASS Executive Management Team acknowledges the importance of incorporating environmental considerations into all operational activities that we do, in order to minimise the impact on both the local and global environment within the business.

6.2 This policy provides evidence of MASSs commitment to environmental protection and future climate change, supported by our Environmental Management System (EMS) fully integrated within our MASS Management System (MMS).

6.3 This policy is one of continuous, sustainable, pragmatic improvement which is measured and monitored on a regular basis. Continuous operational integration of the EMS within our MMS will ensure commitment towards improvement and compliance.

6.4 Environmental laws, regulations, and contractual obligations shall be recognised as establishing the minimum standards for environmental performance.

6.5 The EMT will ensure all staff are made aware of our environmental commitment and their own responsibilities towards the environmental through this policy and regular communications via our monthly newsletter 'The Insider'.

6.6 As a minimum, MASS will:

- ensure materials are recycled wherever possible.
- dispose of all waste through safe and responsible methods.
- identify and segregate hazardous waste prior to disposal.
- strive to reduce energy usage and waste in all operations and product development.
- endeavour to perform business electronically to reduce paper usage.
- strive to reduce emissions through the control of noise and electromagnetic radiation.
- consider the environmental impact of our products at all stages of their lifecycle – from sourcing of raw materials, design, production, customer use and final disposal.
- discuss environment issues at the bi-annual Health, Safety & Environment Meeting.

- review performance through Management Review.

6.7 MASS will encourage a culture where staff are able to identify and openly report environmental risks through our internal reporting [Raise or report a Safety, Health or Environmental risk, breach or concern](#) form, which will be reviewed as part of our EMS and managed via the MASS Enterprise Risk Register, our main risk management tool.

7. Resources, Roles and Responsibilities

7.1 MASS recognises environment management is everyone's responsibility, however, it is also recognised that responsibility for driving a strong environment awareness culture throughout MASS requires management focus and commitment.

The Executive Management Team (EMT), Operational Management Team (OMT) are responsible for the oversight of the business approach to the environment. This includes the need for the EMT to satisfy itself that:

- Management has a framework in place for environment management that is suitable for the size, business objectives and overall complexity of MASS operations.
- An environmental framework of the organisation has been appropriately set and has been communicated to all levels of management responsible for the assessment of risks associated with the environment.

7.2 The MASS Managing Director (MD) holds ultimate accountability for compliance to the United Kingdom's Laws and regulations regarding the environment and how MASS manages our Environmental Management System.

7.3 The Business Assurance & Improvement Manager (BA&IM) is responsible for coordinating the MASS approach to environmental oversight and ensuring management's assumptions, assertions and regular reporting are sufficiently challenged and verified, via:

- Regular review of environmental risks and to ensure all key categories of the environment are being addressed.
- Engaging department management on the extent and format of environment information to be provided to the OMT and EMT.

7.4 The BA&IM is responsible for the upkeep and maintenance of the Mass Management System (MMS) and its suitability to meet the intent of ISO 14001:2015 +A1:2024.

7.5 It is the responsibility of all MASS employees and visitors to comply with MASS environmental policies and processes, and to raise awareness of any breach or concern to their Line Manager, escort or alternatively raise them via the [Raise or report a Safety, Health or Environmental risk, breach or concern](#) reporting form on the MASS Intranet.

8. Associated Legislation

8.1 In the UK, environmental laws and regulations are derived from national, European and international laws and treaties. There are several government departments with

environmental responsibilities including: Department for the Environment, Food and Rural Affairs (DEFRA), Department for Business, Energy and Industrial Strategy (BEIS), Department for Communities and Local Government (DCLG), and Department for Transport. These are supported by the Environment Agencies and other regulatory bodies whose role is to protect the environment and human health and ensure legal compliance. The Health and Safety Executive (HSE) is responsible for the enforcement of regulations under the Health and Safety at Work Act 1974 and other regulatory responsibilities that overlap with environmental issues and concerns.

8.2 There are over 300 items of EU environmental legislation, most of which have been transposed into UK law. Those most relevant to the operation and activities of MASS have been captured in the [MASS Environmental Legislation Register](#).

8.3 A full catalogue of all UK Environment Legislation can be found using the link below:

[A Catalogue of all UK Environment Legislation](#)

9 Review/Amendment

9.1 This document shall be reviewed by the document owner at their discretion on a regular basis, but not exceeding a 24-month cycle, iaw MASS/BAI/006 Document Management.

9.2 New ownership of this document must be amended as soon as practically possible.

9.3 Although this document is reviewed on a regular basis, all users of this document have the responsibility of highlighting any inaccuracies, inconsistencies or changes in working methods which could impact the compliance of this document to regulatory standards or technical practices, to any of the following:

- Line Manager
- Document Owner
- Business Assurance and Improvement Manager via the [Business Assurance Service Desk](#).

10 Approval

Signed:

K.Norton.

Name: Keith Norton

Position: MASS Managing Director

Date: 13/07/2026