Environmental Policy Statement

PHX113

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Phoenix Software is dedicated to an Environmental Policy that ensures that its operations and activities remain sustainable.

Phoenix Software believes in the concept of a customer and supplier working together in pursuing this policy and in the continual striving for improvements in environmental impact and sustainability.

The Environmental Policy is based on three fundamental principles:

1. Understanding our environmental impact through analysis of existing and future operations and outputs
2. Continually reviewing and improving our operations and processes to reduce our environmental impact without effecting service quality
3. Working with our customers and supply chain to create sustainable partnerships.

To ensure that the policy is successfully implemented, committees have been established to identify business and customer requirements and ensure that the correct processes are implemented and followed.

Objectives needed to ensure that the requirements of the policy are met, and that continued improvement is sought, are set, determined, and monitored by the Senior Management team (Management Review).

The Environmental Policy principles are communicated and made available to staff at all times with regular bulletins to communicate current activities and advice on sustainability through business activities. The objectives are communicated to Management.

Within this policy we are committed to operating our Company utilising the criteria of an EMS conforming to ISO14001; 2015 which is planned and developed with our other management functions.

Phoenix Software is committed to operating to the standard and to maintaining the necessary quality approvals consistent with our customer requirements.

We ensure that all of our personnel understand and fully implement our Company policies and objectives and are able to perform their duties effectively through an ongoing training and development programme.

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Version Control

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HR	1.0	01/11/2021	Original Document
HR	1.0	01/11/2022	Annual review – no changes

Document Approval

Name	Version	Date	Position
Sam Mudd	1.0	01/11/2021	Managing Director
Clare Metcalfe	1.0	01/11/2022	Operations Director

Signed: *Clare Metcalfe*   Clare Metcalfe, Operations Director

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