

Global Highland Ltd is committed to protecting the environment by ensuring our business activities are safe, environmentally sound and meet all statutory and legislative requirements regarding environmental management including Waste (Scotland) 2012 and the Zero Waste Scotland initiative.

Everyone under the control of GHL has a responsibility for protecting the environment.

Global Highland supports Line Management responsibility for all environmental matters on a local basis, with everyone under the control of GHL having the responsibility to report hazards, problems, incidents or non-conformances to their immediate Line Manager.

The production of waste can be regarded as inefficient use of resources but is an inevitable result of undertaking a process. GHL shall endeavor to minimise waste produced and shall where appropriate implement the following Waste Hierarchy:

- **Reduce**
- **Reuse**
- **Recycle**
- **Recovery**
- **Disposal**

Before GHL assigns any waste (especially waste with hazardous contents) to a disposal method, alternatives such as reduction, re-use and recovery shall be assessed. GHL's first priority is reduction of the amount of waste produced, followed by re-use and recovery.

All persons under the control of GHL shall ensure that waste at site is segregated according to site waste procedures and that any special/ hazardous waste is not mixed with general waste. Waste should be stored in such a manner that maximises the quality of recycling, this may mean segregation and storing undercover to keep recyclable material dry. Key Recyclables: paper, cardboard, plastic and metals shall be presented for collection separate from General Waste.

GHL also makes the following assurances:

- We shall support our Clients in sustaining any environmental policies they may have
- We shall ensure our Employees have satisfactory knowledge and adequate experience of the environmental requirements and impacts of any activities they may carry out
- We shall continually improve our performance by reviewing and enhancing our systems for environmental management, measuring and monitoring
- We shall ensure the responsible management and disposal of all waste generated by GHL, including mandatory recycling in support of Zero Waste Scotland
- We shall only select Waste Management suppliers who are legally authorised, promote responsible waste management practices and support our ethics
- We shall, wherever possible, minimise all of our transportation requirements, including promoting the use of public transport and such business facilities as conference calling, VOIP etc.
- We shall minimise the impact of GHL business activities and locations by promoting reductions in energy consumption and use of resources, as well as encouraging the offset of such impacts through viable environmental schemes



Lyndsey Wilkinson
Business Manager