

## ENVIRONMENTAL POLICY

IPM Global Mobility Ltd recognises that all businesses impact on the environment in a variety of different ways. As such we are committed to the continual improvement of our environmental performance in relation to our services and operations.

We have identified the following key environmental impacts associated with International Assignment services to corporate clients:

- ♻ Disposal of printer cartridges
- ♻ Waste Disposal
- ♻ Consumption of Energy & Water
- ♻ Consumption of office paper
- ♻ Using recycled stationery
- ♻ Encouraging the use of public transport when visiting clients

IPM is committed to reducing these and to the continual improvement of our environmental performance. To help achieve this, IPM is working towards Investors in the Environment green accreditation. We are committed to working with our staff & suppliers to achieve the following objectives:

- ♻ Meet and where possible exceed all environmental regulations relevant to our organisation and its activities
- ♻ Increase cost-effectiveness by reducing our consumption of energy and paper
- ♻ Reduce waste & pollution both locally and in the wider environment
- ♻ Systematically assess all aspects of our company
- ♻ Set targets for measurable annual improvements
- ♻ Make our progress available for independent assessment

It is the responsibility of all employees and visitors to fully support this. This environmental policy will be displayed at all times and is openly available to all members of the public via our website - [www.ipmglobalmobility.com](http://www.ipmglobalmobility.com)

The introduction and implementation of this policy is a commitment of IPM's management team and a shared responsibility with our employees. Environmental Champion Georgia Georgiou has designated responsibility for day-to-day implementation of this policy.

The policy will be reviewed annually as part of the organisations overall environment management plan.

SIGNED:



NAME: Alan Bentley  
POSITION: Managing Director  
DATE: 18<sup>th</sup> January 2016

GREEN CHAMPION APPOINTED FOR ENVIRONMENTAL ENQUIRIES: Georgia Georgiou  
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