



environmental and sustainability policy

Vision

Armada Training Solutions Ltd. (Armada) strives to provide first-class training services. In doing so, Armada recognises its responsibility in minimising the impact of its activities on the environment, and is committed to undertaking its operations as a responsible corporate member of society.

To these ends Armada has developed an Environmental and Sustainability Policy.

This policy has been endorsed by Armada's senior management team, who take prime responsibility for allocating sufficient resources to ensure its aspirations are achieved.

Principles

Our approach to providing training services is guided by commitments to the following principles: environmental responsibilities, leadership/ stewardship, inclusivity, integrity and continuous improvement.

Important issues

Our business faces many challenges and opportunities. Due to their direct impact on us, we have prioritised the following issues that need to be addressed: climate change, accessibility, health and safety, and financial solvency.

Our commitment and scope

This policy applies to the training courses Armada hosts at both our centres, and at clients' venues.

Our internal staff and consultant trainers are expected to:

- Uphold objectives under this policy to the fullest extent possible within prevailing budgets.
- Inform the Managing Director, Steven Smith, of financial and other barriers to achieving goals.

We acknowledge we have limited influence over some third parties, for example the Landlords at our satellite training centres. Whilst we cannot control the decisions of these parties, we commit to informing them of our policy, and encouraging them to align with its operating practices and objectives.

Our attention to our environmental, social and economic responsibilities includes working within the law and voluntarily exceeding legal requirements in order to be innovative and demonstrate leadership on the issues that are important to us. As we develop and host training courses, and evaluate our success, we are able to choose every day in big and small ways how our actions and words build a better quality of life for our employees, clients, event participants and suppliers.

Objectives

Through a programme of continual improvement, we are committed to:

- Minimising waste by evaluating operations and ensuring they are as efficient as possible.
- Minimising environmental impacts in the areas of water, energy and air quality.
- Reducing the energy used in our office by 20% over the next three years.
- Reducing emissions produced by air travel by our staff and trainers, by encouraging the use of public transport whenever it is a feasible option.
- Implementing and actively promoting and recycling internally.
- Meeting or exceeding all relevant environmental legislation.
- Raising staff awareness of environmental issues and enlisting their support in improving the Company's performance.
- Creating innovative approaches to minimize negative environmental impacts, improve economic bottom lines, and integrate the social elements in to delivering meetings.

Reporting

We will review on our progress against these goals once per year.

Signed:

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