



endersham

Sustainability Policy

1. Purpose

Endersham is committed to delivering cleaning and facilities services in a way that minimises environmental impact, supports our people, and creates lasting value for the communities in which we operate. This policy sets out our approach to sustainability across our operations, supply chain, and client partnerships.

2. Scope

This policy applies to all Endersham employees, contractors, and suppliers. It covers environmental management, social responsibility, and governance practices within the company's direct operations and wider supply chain.

3. Commitments

Environmental

- **Carbon Footprint**
 - Measure and reduce Scope 1–3 emissions annually through independent certification.
 - Transition our specialist works fleet to **electric vans and cargo e-bikes** to reduce emissions in urban areas.
- **Energy & Water Efficiency**
 - Use **low-water cleaning systems, microfibre technology, and dosing controls** to minimise water and chemical use.
 - Deploy energy-efficient equipment, including robotic scrubber-dryers, to reduce consumption.
- **Waste & Circularity**
 - Prioritise products with **EU Ecolabel or equivalent certification**.
 - Reduce single-use plastics by favouring refillable, concentrated, or probiotic cleaning solutions.
 - Partner with clients to support waste-segregation and recycling initiatives.
- **Biodiversity**
 - Support the **Essex Wildlife Trust** as a Platinum Investor in Wildlife, delivering measurable projects such as tree planting, habitat restoration, and biodiversity education.

Social

- **Community Engagement**
 - Organise volunteering programmes for staff and clients.



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- **People & Skills**

- Provide ongoing training on sustainability, health & safety, and equality, diversity & inclusion.
- Cascade innovations and best practice through our **Specialist Works Division** to upskill site teams.

- **Fair Employment**

- Maintain **London Living Wage accreditation**, ensuring all staff are paid fairly.
- Prioritise local recruitment to support community employment.

Governance

- **Compliance**

- Adhere to ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (Health & Safety) standards.
- Maintain transparent supply-chain audits for ethical sourcing and compliance with COSHH.

- **Continuous Improvement**

- Review sustainability performance quarterly through our internal Sustainability Committee.
- Publish annual Planet Mark reporting to track progress and share results with clients.

4. Responsibilities

- The **Board of Directors** has overall accountability for sustainability performance.
- The **Technical Manager and Sustainability Committee** are responsible for implementing this policy, monitoring progress, and identifying new opportunities.
- All employees are expected to follow sustainable practices and contribute to reducing environmental impact in their daily roles.

5. Review

This policy will be reviewed annually to ensure it remains relevant, ambitious, and aligned with best practice and client expectations.



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