

Sustainability Policy

Document Owner: Adam Hepke / Sustainability Lead

Approved By: Neil Cusdin / Managing Director & Ryan Lymer / Director

Issue Date: 01/05/2026

Review Date: 01/05/2027

Supporting Documents: Carbon Reduction Plan

Policy Statement

At Breathe we recognise that our business activities have an environmental impact, and we are committed to operating in a responsible, sustainable, and environmentally conscious manner.

We aim to minimise the environmental impact of our operations through continual improvement, efficient resource management, waste reduction, and adherence to all relevant environmental legislation and recognised best practice.

This policy supports our wider Carbon Reduction Action Plan and forms part of our commitment to sustainable business operations.

Responsibility for Sustainability

Overall responsibility for the implementation, management, and review of this Sustainability Policy rests with:

Ryan Lymer – Director, Supported by Adam Hepke – Technician

This individual is responsible for:

- Monitoring sustainability performance and objectives
- Overseeing implementation of the Carbon Reduction Action Plan
- Ensuring environmental compliance across business operations
- Reporting progress to senior management
- Coordinating staff awareness and sustainability initiatives
- Reviewing this policy annually

All employees are expected to support the aims of this policy and contribute to reducing the environmental impact of their activities.

Legal Compliance

We are all committed to complying with all relevant environmental legislation, regulations, approved codes of practice, and other requirements applicable to our operations, including but not limited to:

- **Environmental Protection Act 1990** – Governing waste management, pollution prevention, and duty of care for waste handling.
- **Environment Act 2021** – Supporting improved environmental governance, waste/resource efficiency, and environmental targets.
- Any other applicable environmental legislation, local authority requirements, and sector-specific obligations relevant to our activities.

We will monitor legislative changes and update our practices accordingly.

Energy, Water and Resource Management

We commit to reducing our use of energy, water, fuel, and raw materials wherever reasonably practicable by:

- Monitoring consumption and identifying areas for improvement
- Using energy-efficient lighting, plant, vehicles, and equipment where feasible
- Switching off unused equipment and utilities when not in use
- Reducing water consumption through responsible operational practices
- Minimising paper use through digital systems and paperless processes
- Considering sustainability when purchasing equipment and materials

Waste Management and Circular Economy

We commit to minimising waste generation and promoting circular economy principles through reduction, reuse, repair, and recycling by:

- Preventing waste at source wherever possible
- Reusing materials, equipment, and packaging where practical
- Segregating waste streams to maximise recycling
- Ensuring all waste is transferred only to authorised carriers and facilities
- Maintaining waste transfer documentation in accordance with legal requirements
- Working with suppliers and contractors who support sustainable waste management

Sustainable Procurement

Where practical, we will consider sustainability factors when selecting suppliers and purchasing goods/services, including:

- Environmental credentials and certifications
- Recycled/recyclable content of materials
- Product durability and lifecycle impact
- Packaging reduction initiatives
- Supplier carbon reduction and sustainability commitments

Training and Engagement

We will:

- Promote environmental awareness throughout the business
- Encourage employees to adopt sustainable working practices

- Communicate this policy to all staff and relevant stakeholders
- Provide training and guidance where appropriate

Continuous Improvement

We are committed to continual improvement of our environmental and sustainability performance by:

- Setting measurable sustainability objectives and targets
- Reviewing performance against our Carbon Reduction Action Plan
- Monitoring progress and implementing corrective actions where required
- Seeking opportunities to improve operational efficiency and reduce emissions


Monitoring and Review

This Sustainability Policy will be:

- Reviewed **at least annually**
- Updated when significant legislative, operational, or organisational changes occur
- Re-approved by senior management following each review

Approval

Signed for and on behalf of **Breathe**

Name: Neil Cusdin
Position: Director
Signature: 
Date: 21/05/2026






Sustainability Policy

Final Audit Report

2026-05-21

Created:	2026-05-20
By:	Ryan Lymer (ryan@breathegroup.ltd)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQ8XMe-rsYYsbcaiSBxL1NOs6q2JWJCeH

"Sustainability Policy" History

-  Document created by Ryan Lymer (ryan@breathegroup.ltd)
2026-05-20 - 3:51:48 PM GMT
-  Document emailed to Neil Cusdin (neil@breathegroup.ltd) for signature
2026-05-20 - 3:51:51 PM GMT
-  Email viewed by Neil Cusdin (neil@breathegroup.ltd)
2026-05-21 - 4:53:13 AM GMT
-  Document e-signed by Neil Cusdin (neil@breathegroup.ltd)
Signature Date: 2026-05-21 - 4:53:46 AM GMT - Time Source: server - Signature Appearance Selected: IMAGE
-  Agreement completed.
2026-05-21 - 4:53:46 AM GMT