



Sustainability Policy

Collaborative Environmental Advisers Limited (CEA) is a consultancy specialising in environmental and consenting support for energy projects and developments with marine and intertidal components. We provide advice and services at all stages of project development from planning through to operation. We want to ensure that we are a sustainable and ethical business. This policy applies to all our employees, contractors, volunteers, and anyone who contributes towards the delivery of our work.

CEA is committed to:

- Monitoring our environmental impact:
 - Identifying and monitoring our most significant impacts and implementing appropriate targets to reduce these and implement any mitigation measures.
 - Ensure the Energy, Carbon and Water consumption of our business activities meet our objectives and targets.
 - Support our client's journey to net zero emissions and waste by targeting zero carbon emissions by 2030, avoiding wastage and minimising water usage.
 - Comply with legal requirements.
- Providing procedures on how we manage our supply chain so that we:
 - Source goods and services from companies that are members of the Ethical Trade Initiative or similar or can demonstrate their sustainability commitment and practices.
 - Review the credentials of contractors and suppliers.
 - Ensure energy efficiency is considered in the process of procuring energy intensive building equipment, goods, and services and aim to procure 100% renewable energy whilst ensuring the continued security of supply.
- Ensuring the well-being of our staff by:
 - Commit to delivering the requirements in our Lone-working & Wellbeing Procedure.
 - Providing adequate training and support so that employees are competent to deliver their role and increase awareness of sustainability issues so that the best decisions can be taken on the way we do business and how we advise Clients.
 - Ensuring that employees are involved in the annual business planning meeting to shape the organisation.

Signed

Lisa Jones, Managing Director, Collaborative Environmental Advisers Limited

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