

Environmental & Sustainability Policy

Last Edited: 4th March 2011

1. Policy Statement

RS Consulting recognises the importance of protecting the environment and our vision is to greatly reduce the impact our company has on its surroundings. Our Environmental and Sustainability Policy affirms our commitment to environmental issues and demonstrates our intention to address those issues through continual improvement in sustainable practices.

RS Consulting is dedicating itself to live up to three pillars: Great People, Great Research, Great Environment.

2. Compliance

RS Consulting will ensure legislative compliance, and, where practicable, exceed this minimum requirement by incorporating sound environmental management policies and practice into the work of the Company.

3. Specific aims

3.1 Recycling and waste

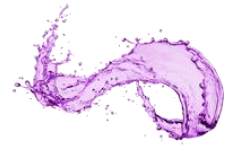
RS Consulting is committed to developing efficient waste management and recycling procedures. Through various green initiatives we have noticeably impacted the way we conduct our work, especially promoting eco-friendliness to both our staff and our clients. The company will:

- Monitor and reduce waste arising from the company's activities
- Work with *Green Your Office* to manage our cleaning and recycling and to ensure our office is now run in the most eco-friendly and ethical way possible.
- Work closely with *Green Your Office* to recycle all our paper, glass and plastic products, cardboard and paper products
- Work with *IT Disposal* to appropriately recycle IT equipment
- Recycle all CDs, DVDs and CD-Roms through Polymer Recycling Ltd, which offers a method of destruction that recycles 100% of the compact disc, jewel case and packaging without the use of chemicals, in a totally secure environment
- Ensure other company equipment (e.g. mobile phones) is recycled through appropriate channels
- Ensure that there are clear and accessible recycling points on all floors of the premises
- Minimise paper wastage by encouraging staff to print double-sided and re-use printed paper for note writing, memos etc.
- Monitor the appearance of its premises and surrounding land and comply with the duty to clear away litter and refuse

3.2 Energy and water efficiency

RS Consulting is committed to maximising its energy and water efficiency. The company will:

- Use energy efficient light bulbs, wherever possible



- Ensure that photocopiers have timers to switch off if not in constant use
- Ensure that all PC equipment is compliant with the relevant standard for energy efficiency
- Ensure that installed heating and hot water systems are energy smart
- Meter our water consumption so we can audit and control water usage within the Company
- Continue to use water efficient dishwashers to minimise water wastage through individual staff activity
- Ensure that all staff comply with its *Switch It Off* campaign, whereby all office equipment is turned off at the end of the day
- Encourage the use of public transport by offering staff interest-free loans for public transport season tickets
- Continue encouraging staff to cycle to work through a bike-loan scheme and maintaining a secure bike-shed on the premises
- Reduce the need for international travel by encouraging staff to use web conferencing facilities

3.3 Procurement

The Company will promote a purchasing policy that will give preference, where practicable, to those products and services that cause least harm to the environment.

In 2010 we reviewed the computer packaging of our suppliers and now purchase all our PCs from companies that are EPEAT Gold accredited while our laptops are supplied in packaging from renewable, compostable sources.

4. Staff

The Company recognises that a properly trained and knowledgeable workforce is essential for securing sustained long-term improvements in the working environment. The company will therefore include environmental issues in its induction and training programmes and ensure the implementation of sound environmental practices among all staff. The lead responsibility for monitoring the operation of this policy rests with the Joint Managing Directors.

5. Endorsement

The senior management of RS Consulting is committed to the implementation of this policy and will give full backing to those authorised to carry it out.

6. Review

This policy will be reviewed on an annual basis by the senior management of RS Consulting.