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| **DOCUMENT TITLE:** | **Environmental Policy** |
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| **RELATED DOCUMENTS:** | HR Policy Suite |

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| **OUR PRINCIPLES:** | With passion and excellence, Delphi makes a  difference to people’s lives by providing innovative and specialist addiction services that lead the way from dependence to freedom. |
| **OUR VALUES:** | We all commit to and care about: going one step further with our clients; our wellbeing as individuals and as teams; and improving and strengthening ourselves and our organisation. |

Introduction

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| Like any other business Delphi Medical accepts that as a consumer of resources we have a responsibility within our core values to ensure this is done in a sustainable way.  The Delphi Medical Environmental Policy is applied to all Delphi services and locations. | We will therefore aim to meet present needs without prejudicing the ability of future generations to meet their own needs.  Delphi Medical Ltd is committed to maintaining high standards of corporate responsibility and to reducing our ecological impact.  The Delphi Medical Senior Management Team has responsibility to oversee the implementation of this policy. |

Our Corporate Responsibility

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| We live in a globalised world and many of the goods we consume are produced overseas, where labour is often cheaper to secure. | When undertaken fairly, trade has an unparalleled capacity to lift people out of poverty and enhance the quality of lives across the world. However, the day-to- day pressures of business and competition, coupled with political, cultural and economic factors, make decent labour standards difficult to guarantee. Purchasing decisions will be made in consideration of all of these factors.  We will therefore, in particular, commit to purchasing products and services preferentially from organisations following the Fair-trade Foundations (or equivalent) principles of production and trade. |

Our Ecological Impact

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| We will reduce the environmental impact of our activities in the following ways; | * Reduce;   we will always try and minimise the products and services we buy. Where a recycled alternative provides the opportunity to reduce the amount of basic resources consumed this will be purchased in preference. In terms of travel wherever possible we will utilise public transport. If using our own vehicles we will   * Re-use;   we will commit to reuse in whatever way possible items purchased by the company. Where repair of items is practicable over replacement we will extend the service of major items.   * Recycle;   all recyclable products will be collected and deposited at recognised recycling points. In particular paper, cardboard and plastics, but also larger items such as printer and copier toner cartridges. Where a recyclable product is available this will be purchased preferentially over a non-recyclable product. |

Monitor Sustainability

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| We will conduct regular reviews of all policies, standards and operations to ensure they meet the above standards. | We will audit annually our performance to these standards and commit to an annual improvement.  Delphi Medical recognises that the  organisation’s activities have an environmental dimension and accepts that where possible, it is responsible for conducting those activities in an environmentally responsible manner.  Delphi Medical seeks to develop safe, |

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| By distribution of this policy, everyone working for or on behalf of Delphi Medical will be encouraged to behave proactively to help improve our environmental commitment and support this statement.  In particular, Delphi Medical will: | healthy local environments in the areas where it delivers services. We aim to ensure that our projects do not diminish the quality of life of our neighbours and other local residents and those areas where we work are clean, unpolluted, attractive, ecologically sound and free from dereliction and degradation.  Delphi Medical is keen to reduce waste, and benefit from potential cost savings this may bring.   * Minimise its use of private motor vehicles in order to reduce environmental pollution, where practical. Staff journeys by rail and car sharing schemes will be encouraged and mileage rates for the use of bicycle transport will be paid. * Where practicable, set targets that aim continually to improve environmental and overall performance. * Employ office management procedures and purchase materials and equipment, which have less environmental impact than comparable procedures, materials or equipment with an otherwise similar performance. * Manage its own office facilities with the aim of minimising impact on the environment, including:   + Ensuring efficient use of energy and water.   + Endeavouring to minimise waste by using materials and products to the full, and re-using and recycling them where appropriate.   + Using cleaning materials and other products that have low or minimal environmental impact. * Develop local procedures to assist in the implementation and monitoring of |

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| Delphi Medical will review its Environmental Policy regularly to ensure that we continue to comply with relevant environmental legislation and regulations. | this policy   * Make publicly available this environmental policy statement.   Delphi Medical will regularly monitor its operations to ensure they comply with environmental legislation. This will be carried out though regular audits and through observing changes in environmental legislation.  We commit to annual reviews of this policy to continually raise the standards we set for ourselves. |