



Biodiversity Policy

Authorised and Owned by:	Role	Signature	Date
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	Zenit Infrastructure Solutions Limited (ZISL) Work Management System (WMS) Environmental Management System (EMS) Biodiversity Policy	ZI-EMS006
		08/01/2024
		Page 2 of 6
		REV_A

Table of Contents

1. Purpose & Scope.....3

2. Abbreviations, Definitions & References.....3

2.1. Definitions.....3

3. Background Information4

4. Biodiversity Policy Statement5

5. Responsibilities.....6

6. Document History.....6

	Zenit Infrastructure Solutions Limited (ZISL) Work Management System (WMS) Environmental Management System (EMS) Biodiversity Policy	ZI-EMS006
		08/01/2024
		Page 3 of 6
		REV_A

1. Purpose & Scope

The purpose of this policy is to provide guidance and set out Zenits stance on biodiversity and conservation.

The scope of this procedure covers the Company's Quality, Environment and Health & Safety Management System for improvements to conformity.

2. Abbreviations, Definitions & References

2.1. Definitions

Biodiversity	The variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable.
Habitat	The natural home or environment of an animal, plant, or other organism
International Sites	Sites of international conservation importance including European sites designated under the Habitats Regulations 1994 .However, it should be noted that this advice was superseded following amendments to the Habitats Regulations in 2007.
Sites of Special Scientific Interest	A Site of Special Scientific Interest (SSSI) is a conservation designation denoting a protected area in the United Kingdom
Ramsar Sites	Ramsar sites are wetlands of international importance designated under the Ramsar Convention. Sites proposed for selection are advised by the UK statutory nature conservation agencies
Protected Areas	The definition that has been widely accepted across regional and global frameworks has been provided by the International Union for Conservation of Nature (IUCN) in its categorization guidelines for protected areas.
Protected Species	A species of animal or plant which it is forbidden by law to harm or destroy

	Zenit Infrastructure Solutions Limited (ZISL) Work Management System (WMS) Environmental Management System (EMS) Biodiversity Policy	ZI-EMS006
		08/01/2024
		Page 4 of 6
		REV_A

3. Background Information

Biodiversity is life on earth – the variety of living organisms, their habitats and the interactions between them. It provides essential life-supporting functions such as food production, water purification, soil fertility and climate regulation. Higher levels of plant biodiversity, for example, can reduce greenhouse gas emissions and increase resilience to the impact of climate change.

Biodiversity and ecosystem services are therefore critical for maintaining life on earth as well as for ensuring sustainable development and human security and for the livelihoods of people in all parts of the world.

Zenit's biodiversity strategy is a comprehensive approach to conservation across the whole range of the company's activities and sphere of influence. It has been developed in partnership with key national guidance and best practice, in order to address the main issues facing wildlife and habitats in our work locations and regions of operation to enhance biodiversity.

There are several ways in which our organization can have an impact on biodiversity:

On site disturbance

Impacts on protected species at designated sites are significant. Bats, badgers and great crested newts are those most commonly affected, along with several bird species. The presence of a protected species at a given site often only comes to light late in the day. This has the effect of introducing delays and conflict into the development process and it becomes clear that these species are seen as an inconvenience and impediments.

Off-site impacts on habitats

Some indirect effects may include pollution of air and water, hydrological impacts, disturbance, increased risk of vandalism, fires and fly tipping, unregulated access, isolation or fragmentation, ancillary development and operations (such as access roads and dredging) and the displacement of individuals and populations of species leading to increased pressure on other sites. These effects are often poorly addressed in Environmental Impact Assessments (EIA) and their significance is often not recognized or acknowledged by decision makers. Nevertheless such effects may be as harmful to a site as direct loss.

Disturbance

Noise and light generated during working processes may not directly harm individual animals but it could affect feeding and breeding behaviors which could have negative impacts on long term population levels.

Sourcing of materials

The materials used and their processing and production will have a major impact on biodiversity. Timber, gravel, sand, rocks etc are all major materials needed for the utilities industry and the production of these materials can impact heavily on biodiversity.

	Zenit Infrastructure Solutions Limited (ZISL) Work Management System (WMS) Environmental Management System (EMS) Biodiversity Policy	ZI-EMS006
		08/01/2024
		Page 5 of 6
		REV_A

4. Biodiversity Policy Statement

Zenit (ZI) recognises the need to operate the business in a manner that reflects good environmental and biodiversity management.

ZI is aware of the environmental impacts of its operations and will balance its aims with the need to protect both the local and global environment, which is achieved through Certification to the ISO14001 standard.

ZI also recognises and understands the importance of biodiversity to the environment and will seek to conserve and where possible enhance biodiversity.

The Company will: -

- Assess the impacts that all of our staff, functions and duties (direct and indirect) have on biodiversity.
- Seek to conserve and where possible enhance local biodiversity through the implementation of our statutory functions.
- Meet and where possible exceed the requirements set out in the applicable biodiversity legislation and regulations.
- Aim to assess and understand if our works will impact on any SSSI's, Protected Sites, Ramsar sites and / or Protected / Endangered Species.
- Seek similar standards and principles towards biodiversity conservation from all third parties involved with our business - suppliers, vendors, contractors and clients.
- Use the opportunities that we have in our daily contact with the general public to communicate, educate and promote biodiversity conservation.
- Endeavour to fund projects and programmes that contribute to the conservation of biodiversity.
- Include a consideration of the impacts on biodiversity in investment decisions that we make.
- Engage with the local community and other stakeholders as far as is possible in connection with biodiversity conservation.
- To work with all employees in identifying areas for conservation.
- Encourage the promotion of staff awareness of the importance of biodiversity.
- Seek to support relevant projects and programs that will conserve and, where possible, enhance biodiversity.



Ryan Campbell
Managing Director

	Zenit Infrastructure Solutions Limited (ZISL) Work Management System (WMS) Environmental Management System (EMS) Biodiversity Policy	ZI-EMS006
		08/01/2024
		Page 6 of 6
		REV_A

5. Responsibilities

To ensure that new projects not only avoid damage to areas of biodiversity importance, but also that we identify and take the opportunity to enhance biodiversity as part of new projects we:

- Screen all projects for their potential impact on biodiversity – using data available from recognized sources such as Natural England and Defra.
- Where we are unsure of impacts, we commission research to investigate potential implications for biodiversity.

We recognize that our purchasing policy, transport, waste minimization, water use, energy consumption and other activities can have real, though indirect impact on biodiversity, albeit not readily apparent and often not local. We have addressed these environmental impacts through targeted projects and our Environmental Management System which meets the standard and is certified to ISO14001

These initiatives include:

- Water conservation and wastage reduction programme through use of recycler units and water saving systems.
- Energy management and renewable energy programme to reduce the environmental and therefore biodiversity degradation associated with the emissions and negative factors involved with energy production and use.
- Aggregate and other recycling initiatives both on site and within our office locations.
- Environmental champions – we are embarking on a scheme throughout 2023 to raise awareness of biodiversity issues through training and use of Tool Box Talks.

6. Document History

This document will be reviewed at regular intervals and updated accordingly. The details of the revisions will be identified and recorded.

Revision	Details of Revision/s	By Whom	Date
A	First draft	W Welsby	08/01/2024
B			
C			