

1. Introduction

This Integrated Quality and Environmental Policy outlines Ede's (UK) Limited's approach to delivering high-quality services in a manner that is environmentally responsible and compliant with legal and regulatory requirements. The policy forms part of the company's Business Management System (BMS) and is aligned with the requirements of ISO 9001:2015 and ISO 14001:2015, or any equivalent standard based on the Annex SL structure.

The policy reflects Ede's (UK) Limited's commitment to continual improvement, customer satisfaction, and environmental stewardship in the provision of specialist commercial office relocations, storage, and logistical transport services. It is applicable to all employees, contractors, and any third parties working on behalf of the company.

2. Policy Statement

Ede's understands the importance of environmental protection and is committed to operating its business responsibly and in compliance with all legal requirements relating to specialist commercial office relocations, storage, and logistical transport services. It is the Company's declared policy to operate with and to maintain good relations with all regulatory bodies.

Ede's approach to business is guided by commitments to the principles of leadership, inclusivity, transparency, integrity, stewardship, and continuous improvement. The Company therefore takes environmental responsibility very seriously and works to continually improve in this space.

3. Objectives and Commitments

In line with its business objectives and management system, Ede's (UK) Limited is committed to the following:

- Meeting and exceeding the needs and expectations of customers, stakeholders, and interested parties.
- Complying with all applicable compliance obligations and environmental legislation relevant to its services and operational footprint.
- Reducing hazards, preventing injury and ill health, and protecting the environment, including through pollution prevention, sustainable resource use, climate change mitigation and adaptation, and biodiversity protection.

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- Providing appropriate resources, including trained and competent personnel, equipment, and materials, to meet quality and environmental objectives.
- Ensuring all employees understand their individual responsibilities in upholding this integrated policy.
- Maintaining an effective management system that supports continual improvement based on risk-based thinking and performance evaluation.

4. Environmental Responsibilities

Ede's (UK) Limited recognises the significance of its environmental responsibilities and adopts the following specific measures:

4.1 Greenhouse Gas Emissions and Energy

- Targeting a 50% reduction in Scope 1 and Scope 2 carbon dioxide emissions by 2030 (baseline: 2023) and achieving net zero by 2050.
- Limiting offsetting to a maximum of 10% of baseline emissions, promoting genuine emission reductions through operational changes.
- Pursuing energy efficiency and fleet decarbonisation strategies.

4.2 Waste and Resource Use

- Monitoring and reporting waste volumes monthly and maintaining full waste documentation and traceability.
- Operating the Ede's RE initiative to enable reuse, repurposing, resale, and recycling of unwanted office furniture, reducing landfill disposal.

4.3 Pollution and Water Management

- Preventing all forms of pollution, particularly local air and water pollution.
- Controlling noise emissions and ensuring appropriate use of Personal Protective Equipment (PPE).
- Monitoring water consumption quarterly and investigating unexpected increases.

4.4 Biodiversity

- Promoting biodiversity and environmental awareness through employee engagement, volunteering, and community projects.

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5. Quality and Environmental Awareness

Ede's (UK) Limited ensures that all colleagues, contractors, and relevant third parties receive training to understand the quality and environmental implications of their roles. Training includes induction and regular updates, including external courses such as the iHasco environmental awareness module.

Environmental and quality considerations are embedded across decision-making processes and operational activities. The company works with suppliers and partners who share its commitment to sustainable and responsible practices.

6. Accountability and Reporting

The Management Team is responsible for implementing and monitoring the effectiveness of this policy. Environmental and quality performance is reviewed regularly, with key indicators reported monthly to the Board, including:

- % CO₂ reduction against 2023 baseline
- % waste repurposed
- % waste resold
- % waste recycled

The Board of Directors are accountable for ensuring that Ede's conducts business in a manner that avoids negative environmental impacts, and meets the requirements of this Environment Policy, providing guidance to the business in terms of areas to focus.

7. Policy Governance Monitoring

This policy provides a framework for establishing, monitoring, and reviewing objectives, targets, and improvement programs. Ede's (UK) Limited is committed to continuous improvement in both the quality of its services and its environmental performance, informed by stakeholder feedback, audit findings, and changes in legal or operational context.

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This document supersedes any previous Quality or Environmental Policies issued by Ede's (UK) Limited. It may be revised at any time to reflect significant changes in legislation, operations, or best practice.

To ensure the company maintains its awareness for continuous improvement, the quality and environmental system is regularly reviewed by senior management to ensure it remains appropriate and suitable to the business. The Quality and Environmental System is subject to both internal and external annual audits.



Jonathan Smith, CEO Ede's

27/09/2024

8. Change Control

Version No	Page No	Date	Brief detail of changes
1		27/09/2024	First release date. Replaces retired Environment Policy and separate Quality Policy that were embedded in the retired ISO management system manuals.
2	Whole document	17/07/2025	Updated to bring the standalone environmental policy POL/05 within this policy to fully integrate them. No changes to actual content or goals. Reformatted and structured.

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