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acorn by SYNERGIE	Document #	300-0015
	Rev	021
Environmental Policy	Date	30 Sep 26

1.0 ORGANISATION ACTIVITIES

The Acorn Group is a labour provider and all associated activities relating to the supply of labour to meet the expectations of our clients and those who use our service.

2.0 SCOPE

The Environmental Policy detailed below applies to all employees of Acorn Recruitment Ltd T/A Acorn by Synergie.

3.0 AIMS

The Acorn Group seeks to develop an ethos of environmental awareness and responsibility to all employees across the Group as well as the management of our buildings. This is based on recognition of the need to contribute at a local, regional, national, and global level to the sustainable use of natural resources and be cost effective wherever possible.

4.0 POLICY STATEMENT

Acorn (Synergie UK Ltd) and all associated subsidiary companies, is committed to protecting the environment, preventing pollution and complying with all applicable legal and other requirements. We aim to minimise the environmental impact of our operations and promote sustainability.

OUR COMMITMENTS:
We will:

- Operate our business and fulfil our compliance obligations to the systems required by ISO14001:2015, relevant legislation and our stakeholders to protect the environment.
- Reduce its consumption of resources and improve the efficient use of those resources.
- Manage waste generated from its business operations incorporating reduction, re-use and recycling.
- Prevent pollution and minimise emissions.
- Aim to minimise consumption of natural resources e.g. energy, water as far as is economically practicable.
- Maintain procedures to respond effectively to environmental emergencies.
- Raise awareness amongst members of staff through appropriate education and training.
- Continually monitor, review, and improve its environmental management system to enhance our environmental performance.

Signed by:
Bernard Ward
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01-Oct-2026 | 01:20 PDT

Bernard Ward
MD

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Responsibilities:

The Head of Compliance is responsible for ensuring this policy is implemented and maintained. All employees are expected to support and comply with this policy.

	Name	Job Title	Signature	Date
Author / Reviewer	Tania Cummins	Head of Compliance	DocuSigned by: Tania Cummins 030AB2778FF34F7...	30-Sep-2026 | 17:40 BST

Review Date: **September 2027**

History of Changes:

Rev #	Changes	Date
021	Annual Review of policy – our commitment is still relevant – scope changed to include correct legal name and remove other companies.	30 Sep 26
020	Annual Review of policy – our commitment is still relevant addition of emergency preparedness, activities simplified	23 Sep 25
019	Annual Review of policy – our commitment is still relevant	15 Nov 24
018	Annual Review of policy – our commitment is still relevant – removal of Rail	11 Oct 23
017	Annual Review of policy – our commitment is still relevant	11 Aug 22
016	General Review and change of MD	27 Jul 21
015	General Review	17 Nov 20
014	General update top level commitments reviewed	22 Oct 19
013	General update and removing of references to training divisions	03 Oct 18
012	Annual Review	23 Nov 17
For Previous Revisions contact Quality Department		

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