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Ref – PAI Group - Sustainability Policy 2024

1. Policy Aims

- 1.1 The Group aims to take a leading role in defining best sustainability practice, and will set its own appropriate and demanding standards where none exist.
- 1.2 The Group is committed to implementing the requirements of all relevant sustainability legislation and regulations and, where possible, exceeding any relevant minimum requirements.
- 1.3 The Group will manage activities over which it has control and which impact upon its various 'environments' in accordance with the principles of sustainable development.
- 1.4 The Group aims to raise the sustainability awareness of its staff, visitors and stakeholders by promoting the concept of sustainable development and by openly recognising the on-going need to move towards a more sustainable future.
- 1.5 The Group will monitor its use of natural resources, both non-renewable and renewable, and maximise the efficiency and effectiveness with which they are used, with a view to minimising environmental impacts.
- 1.6 The Group will provide appropriate sustainability training and development for its staff, and will encourage them to apply sound sustainability practices at work, at home and within the wider community.

2. Policy Objectives

To enable the above aims the Group will pursue the following objectives:

- 2.1 Communicate this sustainability policy and its goals to staff and other stakeholders (including suppliers) and raise awareness amongst these groups of their own environmental responsibilities and the individual contributions they can make.
- 2.2 Comply fully and where possible exceed standards set in relevant UK, EU and international environmental legislation and agreements.
- 2.3 Reduce its carbon footprint through prudent use of energy, use of energy-efficient technologies and by switching to renewable alternatives where these can be shown to give actual reductions in carbon emissions.
- 2.4 Manage and reduce its water consumption.
- 2.5 Ensure that greenhouse gas emissions from staff travelling for company business are minimised.
- 2.6 Reduce waste created and where possible reuse and recycle materials and equipment before responsible disposal, and use recycled and recyclable materials.
- 2.7 Integrate principles of environmental sustainability within Group policies and practices including those relating to the procurement of goods and services.
- 2.8 Refurbish and develop the office in a manner that minimises environmental impacts and enhances the local environment.
- 2.9 Avoid or limit wherever practical the use of environmentally damaging substances, materials and processes.
- 2.10 Work with local, regional or national partners to realise sustainability goals.



Policy Review

- 2.11 This Policy and its associated documentation will be reviewed after changes in legislation, changes in the structure of the Company, in the light of additional knowledge or information becoming available, and in any event annually.
- 2.12 When, due to the conditions described in 3.1 above, any part of the company policy and procedures manual requires alteration or modification, it shall be deemed to be sufficient and in compliance with this policy if such alterations or modifications are made to the master printed copy held at head office, and those changes are notified by a convenient and effective method, to all employees in possession of printed or electronic copies of the manual.

3. Responsibility for Policy Implementation

- 3.1 The overall responsibility for the implementation of this policy is vested in the Directors of PAI Group of Companies.



Name Paul Adams
Position Senior Shareholder, CEO & Managing Director,
The PAI Group of Companies, PAI, Vaughan
Sound Installations Ltd, Lighting Integration Ltd,
PAI Holdings Ltd.
Date: 4th January 2024



Name Richard Vaughan
Position Director, The PAI Group of Companies, PAI,
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Ltd.
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