

Sustainability policy



1. Introduction

At The Config Team, we are committed to promoting sustainability in all aspects of our business. We recognise that our activities have direct and indirect effects on the natural environment, the wellbeing of our colleagues, customers, and communities, and the global climate. We also recognise the business and personal need for sustainable development, i.e. meeting the needs of the present without compromising the ability of future generations to meet their own needs. We have developed this sustainability policy to guide our actions and decisions towards achieving our current and future environmental, social, and economic objectives. This policy is aligned with our vision, mission, and values, and reflects our responsibility as global citizens.

1.1. Environmental sustainability

Our Environmental sustainability commitments are based on our company objectives:

1.1.1. Comply with all compliance obligations, codes of practice, and all other requirements applicable to our activities

We're committed to keeping up to date with legislation & requirements, aiming to get ahead of the curve and meeting compliance standards as part of our strategy.

1.1.2. To be aware of our company carbon footprint and work collectively to reduce this

We will monitor our emissions in a standardised way to provide visibility of our impact, with the aim of reducing our per capita impact year-on-year. Where possible, this may be through:

- implementing energy-efficient practice and technologies
- reviewing current sources of energy & considering how we can reduce our energy impact as part of our long-term strategy
- encouraging shared travel and greener transport options
- colleague engagement & education

1.1.3. To consider environmental sustainability in business decisions

We are committed to achieving environmental sustainability through the following actions:

- Reviewing and, where possible, amending existing internal policies to ensure environmental impact is a consideration in decision-making.
- Minimising our waste generation and maximising our recycling and reuse of materials by following the ordered principles of reduce, reuse, and recycle.

Examples of initiatives to encourage these principles include:

- working to improve recycling in the office
- reducing single-use plastic bottles bought for events or in office, where possible
- reduce single-use items bought for events, where possible
- effective and sustainable use, reuse, and disposal of electronic devices
- careful supplier consideration

In addition to our objectives, we also want to encourage awareness amongst colleagues about important environmental topics. Ways of doing this include:

- Enhancing our water stewardship by raising awareness of water conservation initiatives.
- Promoting biodiversity and ecosystem protection by avoiding or minimising any negative impacts on natural habitats and wildlife, and by supporting conservation and restoration projects.
- Examples of such promotion include:
 - promotion of materials relating to conservation and biodiversity
 - The PreBilt Forest

1.2. Social sustainability

We are committed to achieving social sustainability through the following actions:

- Ensuring the health, safety, and wellbeing of our colleagues by providing a safe and healthy work environment, and monitoring this via regular risk assessments.
- Offering training and development opportunities via internal & external parties. Examples of this include:
 - Associate Consultant Programme
 - SAP Learning Hub Licences
 - Personal Development Record (PDR)-led development initiatives
 - Dedicated Learning & Development Team
- Encouraging diversity, equity, and inclusion, and fostering a culture of respect and engagement throughout the company and beyond.
- Contributing to the social development of our communities by conducting our business with integrity and transparency, respecting human rights, and adhering to ethical standards.
- Supporting local and national initiatives that align with our values and vision. Examples include:
 - Make A Change colleague-directed giving scheme
 - Charity of the Year initiative
 - Volunteering Days benefit
 - Supporting Lancaster University Management School

1.3. Economic sustainability

We aim for economic sustainability and making sure we as an employer are paying a fair wage and providing a range of benefits, while still maintaining profits to preserve viability as a company. We consider that we have a responsibility to be generous to both our colleagues and our local and global communities, and in ensuring economic sustainability we can continue to create a more beneficial and stable economy for all.

2. Summary

We believe that this policy reflects our core values and purpose as a company, and we are committed to continuously monitoring, reviewing, and improving our performance in line with our sustainability commitments.



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