

Environmental Management & Sustainability Policy Statement

Version: 16

Effective date: October 2025

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Title	Environmental Management & Sustainability Policy Statement			Ref. No	POL04
Approved by	M Fry	Date	28/10/25	Issue	16

General statement

Overall responsibility for Environmental Management and Sustainability within MKCTS (Mid Kent College Training Services) is vested in me by virtue of my appointment as Managing Director. MKCTS is an environmentally conscious organisation which acknowledges the impact that our operations may have on the environment. We also support local and national sustainability strategies.

Our Objectives & Commitment

We have established environmental objectives at relevant functions and levels, taking into account our environmental aspects and compliance obligations. This includes a Carbon Reduction Plan to achieve Net Zero by 2050, and energy & resource reduction targets. These are recorded and monitored within our Objective & Key Result (OKR) framework and MKCTS Dashboard.

We fully commit to:

- Protecting the environment within the scope of our business operations, including:
 - Achieving Net Carbon Zero by 2050
 - Minimising waste by reusing or recycling resources, and enhancing efficiency when refurbishing & replacing equipment / infrastructure
 - Taking action to eliminate or reduce, as far as practicable, pollution and any of our other potentially adverse environmental impacts
- Determining compliance obligations, ensuring operations are completed in accordance with them and evaluating how effectively we meet these obligations
- Implementing, maintaining, and continually improving an ISO 14001 environmental management system to enhance environmental performance and sustainability
- Training, educating and informing our employees and associates about environmental issues
- Ensuring that directors & managers are fully engaged in environmental issues
- Working in partnership with stakeholders, employers and the wider community by promoting environmental & sustainability principles and behaving in a considerate and socially responsible manner
- Completing internal audits systematically and correcting any non-conformities
- Ensuring effective and expedient incident control, investigation and reporting

Responsibilities

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Directors and managers have responsibilities for the implementation of the policy. All employees, associates, employers and subcontractors are expected to co-operate and assist in the implementation, whilst ensuring that their own work, so far as reasonably practicable, is carried out without risk to themselves, others or the environment. This includes co-operating with management on any environment-related matter. Failure to comply will be investigated and, if appropriate, will be considered under the relevant disciplinary procedures. This statement covers all sites on which the company carries out its activities, including remote learning / work activities. It will be reviewed annually and following any changes in legislation.

Michael Fry – Managing Director 

Date: 28 October 2025