



**GONDOLIN**  
Land & Water

## Gondolin Land & Water Environmental and Sustainability Policy

At Gondolin Land & Water we are committed to promoting sustainability and we take our environmental obligations seriously. We aim to follow and to promote good sustainability practices, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Our Environmental and Sustainability Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice;
- To identify our environmental aspects to determine those that are significant and integrate sustainability considerations into all our business decisions;
- To ensure that all staff are fully aware of our Environmental and Sustainability Policy and are committed to implementing and improving it;
- To minimise the impact on the sustainability of all office and transportation activities;
- To make clients and suppliers aware of our Environmental and Sustainability Policy, and encourage them to adopt sound sustainable management practices;
- To continually strive to improve our environmental impact and sustainability performance;
- To develop an environmental management system.

In order to put these principles into practice we seek to:

- Outline our objectives and targets and allocate resources to achieve these;
- Conduct an energy review and develop an energy baseline against which we will monitor our energy usage;
- Minimise the volume of waste created by arranging for the reuse and recycling of all suitable office consumables;
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping;
- Provide our employees with adequate information and education to encourage them to live and work in an environmentally responsible manner;
- Promote the use of public transport to staff, contractors and visitors to our office;
- Review this policy annually to ensure it remains current and relevant.

We aim to integrate environmental considerations and objectives into all of our business decisions where practicable. We seek to continually monitor our progress on our environmental commitments and to encourage all staff, clients and stakeholders to adopt sustainable and environmentally conscious practices. We are committed to providing adequate training, resources and information to facilitate the successful delivery of this policy.

**Zak Ritchie**  
Managing Director  
**April 2026**