

Environmental Policy

Genee Consulting Ltd is an environmental consultancy based in the North East of England, working with organisations across all sectors to reduce environmental impacts and support the transition to a low carbon economy. As a delivery partner for Investors in the Environment (iE), Genee is committed to demonstrating environmental best practice within its own operations as well as through its client work, applying a proportionate and practical approach to environmental management, recognising the scale and nature of our operations.

The organisation recognises that its activities have environmental impacts and has identified its significant environmental aspects as energy and water consumption, waste generation, transport emissions (including business travel and commuting), procurement of goods and services, and digital carbon emissions, including emissions associated with digital infrastructure, cloud services, and online activity, where relevant and measurable.

This policy sets out Genee's commitment to environmental management, compliance, and continual improvement, and demonstrates how these commitments align with the United Nations Sustainable Development Goals (SDGs).

Environmental Policy Statement

Genee is committed to protecting the environment, preventing pollution, and reducing the environmental impacts of its activities. They will integrate environmental considerations into all business decisions and operations and will support its clients to do the same.

Genee is committed to achieving Net Zero greenhouse gas emissions by 2030, reducing resource consumption, and contributing to sustainable development locally and nationally.

This policy provides the framework for setting environmental objectives and targets and will be reviewed annually to ensure its continued suitability and effectiveness.

Alignment with the Sustainable Development Goals

Genee aligns its environmental management approach with key SDGs that reflect both its operational impacts and its wider influence as a consultancy. These include:

- SDG 7 (Affordable and Clean Energy),
- SDG 8 (Decent Work and Economic Growth),
- SDG 11 (Sustainable Cities and Communities),
- SDG 12 (Responsible Consumption and Production),
- SDG 13 (Climate Action), and
- SDG 17 (Partnerships for the Goals).

These goals are embedded within the Genee's Environmental Management System and inform the development of objectives, targets, and action plans.



Environmental Commitments and Objectives

SDG 13: CLIMATE ACTION

Genee measures and monitors our greenhouse gas emissions annually and implements actions to reduce emissions in line with our commitment to achieving Net Zero by 2030.

We will prioritise reductions in travel-related emissions and digital carbon impacts and will support clients in developing and implementing carbon reduction strategies.



SDG 7: AFFORDABLE & CLEAN ENERGY

Genee monitors energy and water consumption and implements measures to improve efficiency. This includes adopting low energy working practices, promoting responsible energy use among staff, and supporting the transition to renewable energy where feasible, as part of this commitment we are now on a fully renewable (green) energy tariff and have installed solar panels.

SDG 12: RESPONSIBLE CONSUMPTION & WASTE

Genee manages our waste in accordance with the waste hierarchy, prioritising reduction, reuse, and recycling. We have implemented a Waste Management Plan and ensure that procurement decisions consider environmental impacts, including lifecycle considerations.

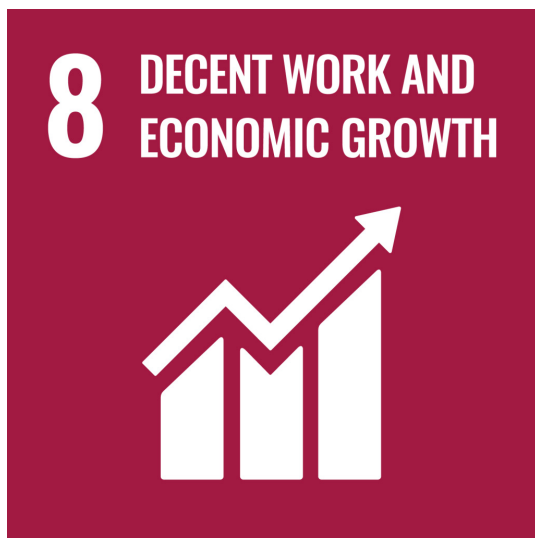


Environmental Commitments and Objectives

SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Genee minimises environmental impacts associated with transport by implementing our Travel Plan and promoting sustainable travel options such as public transport, cycling, and remote working.

We also contribute to sustainable development within the North East through our consultancy services and partnerships.



SDG 8: DECENT WORK & ECONOMIC GROWTH

Genee embeds environmental sustainability within our services, supporting organisations to meet environmental standards and improve performance. We will maintain a safe and healthy working environment and support the development of environmental knowledge and skills. We proudly hold B Corp, SHINE and Good Business Charter accreditations, supporting this commitment.

SDG 17: PARTNERSHIPS & INFLUENCE

Genee works collaboratively with clients, partners, and stakeholders to share knowledge, promote best practice, and support collective environmental action. We recognise that our greatest impact is achieved through influencing others, and seek out various partnerships to support organisations across the North East and North West.



Genee operates an Environmental Management System aligned with the requirements of Investors in the Environment. The EMS provides a structured approach to identifying environmental aspects, setting objectives and targets, implementing action plans, and monitoring performance.

Genee will maintain documented procedures and supporting plans, including an Environmental Action Plan, Travel Plan, and Waste Management Plan, to ensure that commitments within this policy are implemented effectively. Environmental performance data, including energy use, waste, and carbon emissions, will be collected, analysed, and reviewed regularly.

Genee will identify, monitor and comply with all applicable environmental legislation, regulations, and other requirements relevant to its activities. We will maintain awareness of legal and regulatory changes and ensure that its operations remain compliant at all times.

Roles, Responsibilities and Competence

Overall responsibility for environmental performance lies with senior management. Day-to-day implementation of this policy is led by our designated Sustainability Champion, Ellen Holmes, who is responsible for coordinating environmental actions and monitoring progress.

All employees are required to support the implementation of this policy by adopting sustainable working practices and contributing to environmental objectives. Genee will provide appropriate training and awareness to ensure staff are competent to fulfil their responsibilities.

Communication and Stakeholder Engagement

This policy will be communicated to all employees and made available to clients, stakeholders, and the public. Genee will actively promote environmental awareness and engagement through its work, training, and communications.

We will also seek feedback from stakeholders to inform continual improvement and enhance our environmental performance.

Monitoring, Review and Continuous Improvement

Genee is committed to continual improvement of its Environmental Management System and environmental performance. We have set measurable objectives and targets, and are monitoring progress against these targets, reviewing performance on a regular basis.

This policy will be reviewed at least annually, or sooner if there are significant changes to the organisation, its activities, or relevant legislation.

Jo Holmes
Managing Director
15th April 2026



A handwritten signature in black ink, appearing to be 'Jo Holmes', written in a cursive style. The signature is positioned to the right of the printed name and title.