

ENVIRONMENT POLICY

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1. Introduction

This policy statement represents our position on environmental issues. By implementing this policy, Moorhouse aims to take into account the direct environmental impacts of our operations (including those of our buildings, travel and where possible, the procurement of materials and services) and, reduce our environmental impact where possible and undertake positive environmental actions where possible.

Moorhouse has a high priority commitment to protecting the environment, conserving natural resources, preventing pollution and continual improvement of its environmental performance.

2. Responsibilities

The Partner team have overall responsibility for the environmental responsibilities of the firm. Day-to-day responsibility for ensuring the policy is put into practice and continuously maintaining and improving environmental standards is the responsibility of the Environmental Partner, Sofia Lencastre, supported by the Operations team and the Responsible Business team. The policy will be updated on an annual basis as a minimum.

All employees are expected to adhere to the requirements of the environmental policy, and will be provided appropriate training, advice and information. All employees are actively encouraged to develop new ideas and initiative.

3. Approach

Moorhouse aims to conduct business in full knowledge of, and compliance with the relevant environmental legislation and to consider environmental issues whenever they impact on our work or our recommendations to clients. In addition, in order to meet the aims of the Environment policy, Moorhouse has identified the following measures as significant:

- Consumption of energy: Moorhouse is committed to minimising its consumption of energy across all activities and will manage its operations to ensure that it is continually improving energy performance.
- Use of transport: Moorhouse is aware of the environmental impact of transportation for the purposes of work. We encourages employees to minimise travelling by using tele-conferencing and by using public transport, wherever possible. Moorhouse will offset their quarterly escapes from 2020, with the aim to stop travel by flight, unless deemed necessary by the Partner team.
- Use of resources: Moorhouse is continually working to ensure that the products, services and materials which it purchases, are as sustainable as possible.
- Production of waste: Moorhouse strives to minimise the waste it generates and the consequential environmental impacts by seeking opportunities to reduce, reuse, recycle and recover otherwise redundant resources.



- **Procurement:** Moorhouse will ensure that in its procurement of products and services, all suppliers and sub-contractors operate to environmental standards that are consistent with Moorhouse policy. Purchasing practices will take into account the environmental impact of the product and services concerned.
- **Clients' Environmental Policies:** In every case, Moorhouse will comply with clients' environmental policy requirements and in those instances where client standards exceed our own in any area, Moorhouse will upgrade the firm's own policies and standards as part of our continual improvement process - this is managed through the Moorhouse Integrated Management System [Procurement](#)

4. Action Plan for Improvement

We will work with the Responsible Business squad to identify areas of priority and set ourselves a plan of action to reduce our impacts. We aim to prioritise actions that have a higher environmental impact. This is managed through our continual opportunities register, highlighting opportunities for improvement. With key environmental metrics reported through our annual impact report which commenced in 2024.

The Moorhouse Impact report will report on all key environmental and social metrics as deemed relevant to Moorhouse operations. The impact report will be published externally to drive awareness and accountability and is aligned to the B Corp framework to ensure consistency with our aims as a business. Supplementary metrics are recorded and tracked through internal trackers which are reported through a variety of accreditation frameworks such as EcoVadis.

5. Objectives and Targets

Our main Environmental objective is based around our B Corp commitment which was signed off and agreed by the entire Partner team through a legal process change when certifying as a B Corp. The remaining objectives are focused around our carbon impact as a business.

- Moorhouse aim to be a business that puts people and planet alongside profit through its business operations – the progress against this metric is reported through Moorhouse's annual impact report.
- Moorhouse aim for to the absolute elimination of scope 1 and 2 carbon emissions by 2030.
- Moorhouse aim to Net Zero emissions by 2040.

6. Environmental objectives delivery

In order to ensure the delivery of our environmental objectives above, Moorhouse are committed to ensuring that appropriate time and resources are available to achieving these aims through the establishment, implementation, maintenance and continual improvement of the Environmental Management system.

As outlined in the below management system, Moorhouse ensure an appropriate team (the Responsible Business squad) is available to drive environmental objectives forward. This team will be adequately resourced and funded to ensure that appropriate time, care, attention and focus are given to environmental management at Moorhouse and that the environmental objectives are progressed in line with the continual improvement of the Environmental Management system itself to support this progression.



The Quality people objective outlined in the quality policy above allows us to make the assumption that all staff, by having an adequate education are aware of the world around them including important social and environmental matters. However, to ensure this knowledge is in place and continually maintained with the changing world, we will supplement knowledge through the proactive sharing of information, training and communications as outlined in the management system to ensure that all staff have adequate training and awareness on environmental and social value matters. Through our additional training and support offers outlined in the management manual staff also have the ability to request to submit into formal environmental training if they wish or it is deemed necessary by senior members of Moorhouse.

Performance against and updates to the above objectives is to be reviewed annually by the Responsible Business squad, with progress, suggested changes and recommendations presented to the Moorhouse leadership team.

7. Continual Review

This policy statement represents our position on environmental issues and will be reviewed regularly to evaluate effectiveness and monitor compliance. The Moorhouse Environmental Policy is accessible to all staff via SharePoint, the MC online collaboration portal for practitioners as well as all other interested parties upon request.



Moorhouse Consulting Limited

Environmental Policy Statement

Moorhouse Consulting Limited is committed to minimising the environmental impact of our operations and services. We will integrate environmental best practice in all our business activity to maximise sustainability and environmental awareness throughout the organisation.

Moorhouse will endeavour to:

- Conduct business in full knowledge of and compliance with the relevant environmental legislation;
- Adopt purchasing practices that take into account the environmental impact of products and services in areas of key concern;
- Recycle where possible and minimise consumption / travel where appropriate, i.e. make full use of teleconference facilities, both with clients and internally;
- Use public transport whenever we practically can;
- Comply with client environmental policy requirements and in those instances where client standards exceed our own in any area, we will upgrade our own policies and standards as part of our continual improvement process - this is managed through our Quality Management System;
- Consider environmental issues whenever they impact on our work or our recommendations to clients; and
- Ensure that all Moorhouse staff are aware of the environmental impacts of business activities through training, for example at induction, team meetings and quarterly business planning escapes.

This policy statement represents our position on environmental issues and will be reviewed regularly to evaluate effectiveness and monitor compliance. The Moorhouse Environmental Policy is accessible to all staff via Sharepoint, the MC online collaboration portal for practitioners as well as other interested parties via our website (www.moorhouseconsulting.com).

