***Insert Company Name***

**Environmental and Social Policy**

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| ***General Instructions***1. *Insert company logo in the header*
2. *Insert company name where indicated (“[insert company name]”)*
3. *Consider the guidance / follow the instructions given in the instruction boxes*
4. *Review the E&S policy and customise accordingly, if required*
5. *Delete the instruction boxes throughout when the document is completed, including this box*
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| **Document No:** | XX |
| **Type of Document:**  | Policy |

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| **Version No.** | **Issue Date** | **REVIEWED by (Team Members)** | **Reviewed by****(Relevant Manager)** | **Approved** | **Signature** |
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**Amendments**

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| *Policy Development Guidance – Delete when complete*General Instructions for Customisation and Compliance |
| An environmental and social (E&S) policy should be developed and implemented in line with the International Finance Corporations (IFC) Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impact. An E&S policy is a written statement, usually signed by senior management which outlines a business' aims and commitments in relation to managing the E&S impacts and aspects of its operations. The E&S policy should specify that the company will comply with the applicable laws and regulations of the jurisdictions in which it operates, including those laws implementing host country obligations under international law.There is no standard content for an E&S policy, although policies normally contain similar themes. However, your E&S policy should be personal to your business, so it should reflect the business' main activities, priorities and concerns and should be aligned with the Company’s vision, objectives, mission statement etc. The E&S policy should clearly articulate who the policy is for and who the policy applies to.As a minimum, an E&S policy should contain brief statements on the following commitments your company will make with regard to E&S:* A commitment to continually improve your E&S performance and to effectively manage your significant E&S impacts.
* A commitment to relevant E&S legislation, and international standards.
* The expectations that your business has in relation to external parties such as suppliers and contractors.
* Recognition that you will comply with relevant environmental legislation as a minimum level of performance.
* Training of employees in E&S issues and the E&S effects of their activities.
* Monitoring progress and reviewing E&S performance against targets and objectives on a regular basis.
* A commitment to communicate your business' E&S aims and objectives to all staff, as well as to customers, investors, suppliers and other external stakeholders.

Consider the following when drafting an E&S Policy:* Make sure all statements are supported by performance indicators demonstrating your commitment to continual improvement of your E&S performance (if not, update the performance indicators).
* If the company is linked closely to key customers through the supply chain, obtain a copy of their E&S policy, so that your policy commitments can reflect their requirements and needs.
* You may also want to integrate your E&S policy with other policies on health and safety, quality management, or security.
* The E&S policy should demonstrate commitment by senior management and is usually signed by the chairman or chief executive officer.
* As business changes and new information regarding E&S awareness behaviour surfaces, it is vital that the E&S policy is updated in-line with this understanding.
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[insert company name] is committed to satisfying the needs of our customers and consumers in an environmentally responsible manner through establishing, implementing and maintaining an Environmental and Social Management System (ESMS). [insert company name] recognizes that adverse environmental and social (E&S) impacts cannot always be avoided, and where such impacts cannot be avoided, these will be appropriately mitigated or as a last resort, compensated for. [insert company name] is therefore committed to ensuring the protection of the environment, and the biodiversity and human life it sustains.

The purpose of this Policy is to provide the necessary guidance to [insert company name]’s employees, suppliers, contractors and visitors, so as to conduct our business in a manner that ensures compliance with local laws, good international industry practices (GIIP), relevant environmental conventions, the International Finance Corporate (IFC) Performance Standards on E&S Sustainability (2012) and relevant sector guidelines and the Company’s corporate Environmental and Social Management System (ESMS).

**Policy Statement**

[insert company name] is committed to:

* Respecting the rights and well-being of our employees and the communities in which we operate.
* Integrating E&S risk management into each component of our business operations by promoting compliance and adherence to E&S related laws of the respective countries in which we operate as well as GIIP.
* Using a proactive approach to identify and evaluate E&S risks and impacts, and applying the mitigation hierarchy to avoid risks and impacts.
* Communicating and promoting awareness, accountability, and environmental and social responsibility amongst employees, partners, suppliers, contractors, as well as government, the public, and other stakeholders.
* Ensuring that measures are taken and implemented, to minimise the impact of our products and services on the environment and communities, thereby promoting sustainable development and the prevention of pollution.
* Minimising the generation of waste products and ensuring that disposal of waste is conducted in a safe and environmentally sound manner.
* Improving our energy efficiency and reducing our greenhouse gas emissions.
* Ensuring that there is appropriate internal capacity to manage E&S risks within the business, through training of staff and the appointment of suitably qualified/experienced E&S staff, with the support of external specialists where required.
* Minimizing the risk for involuntary resettlement and mitigating the impacts on livelihoods by careful and early planning of infrastructure, in consultation with affected persons.

The E&S Policy shall be reviewed annually to ensure its relevance to current practices and law.

A copy of this E&S Policy will be provided on our website and will also be visibly displayed at our premises.

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| [Insert Name]  | Date |
| Chief Executive Officer |  |