

EcoNorth Ltd.

# Environmental Policy Statement & Aspects Register

## Policy

John Thompson

Next Review Date: 11.02.26



**This policy applies to all EcoNorth Staff / Internships / Consultants / Placements who work on behalf of the company and is reviewed annually to ensure its continuing suitability.**

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	2 of 15

## Environmental Policy Statement & Aspects Register

### 1 Environmental Policy Statement

As a wholly owned subsidiary of Northumberland Wildlife Trust (NWT), EcoNorth is acutely aware of the impacts of our business on the environment. We aim to practise, promote and demonstrate environmental sustainability and protection in all that we do in order to minimise these impacts.

To ensure environmentally responsible behaviour is accepted as an integral part of our operations, we specifically undertake to:

- Consider environmental sustainability and protection when planning the overall strategy and direction of the organisation including making new investments, developing new services and entering new markets.
- Reduce the amount of waste we generate by following the hierarchy of waste (reduce, re-use, recycle, recover and lastly dispose).
- Minimise our emissions through the selection and use of appropriate means of travel and seek opportunities to reduce energy use at our premises and, where relevant, in the field.
- Minimise our impact on air quality through the selection and use of appropriate means of travel (including the use of shared vehicles where considered appropriate and practicable, and adhering to the UK's laws/guidance regarding the control of infectious diseases including Covid-19).
- Prevent pollution of any kind from occurring as a result of our activities, through careful planning and identification of risks to the environment via our risk assessment procedures and staff awareness, training and provision of equipment (ie disinfectants, PPE).
- Develop and maintain positive working relationships and effective lines of communication with clients and other stakeholders to ensure their environmental requirements are satisfied.
- Source goods and services from approved suppliers that accord to and demonstrate best environmental and ethical practice and, wherever practicable, are locally based.
- Ensure that protecting the environment and minimising our impact on the environment forms part of the role of everyone working within the company, and provide adequate and appropriate resources to support these roles.
- Educate our employees and subcontractors on their environmental responsibilities and ensure this is integrated into their work practices, training and decision making.

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	3 of 15

- Ensure that subcontractors apply best environmental practice through the application of their own policies or through a commitment to work with EcoNorth's policy.
- Meet or exceed all relevant environmental legislation that relates to EcoNorth.
- Monitor and measure our environmental performance through Objectives, Targets and Management Programmes and Inventory of KPIs, incident and sickness absence reporting practices, and onsite auditing of employees and subcontractors.
- Review and document our environmental performance during regular Monthly Team Meetings and Senior Management Meetings, as well as our annual Management Review Meeting and Team Consultation.
- Maintain our ISO 14001 certification through British Assessment Bureau each March.
- Continuously improve our environmental performance and enable all employees to identify potential improvements in our environmental performance either through a direct approach to Senior Managers, during team meetings or anonymously through EcoNorth's suggestion box.
- Encourage the adoption of similar principles by our suppliers and subcontractors, especially through the procurement procedure.

## 2 Roles and Responsibilities

All EcoNorth employees have a responsibility to commit to environmental sustainability and protection and to minimising our impact on the environment through our operations. Specific roles within the organisation are identified below.

The Executive Director will hold ultimate responsibility for ensuring that EcoNorth's operations are compliant with all relevant environmental legislation and, where relevant, this role will include:

- Seeking specialist advice from external consultants and keeping up to date (with support from colleagues) with legislation, standards and best practice.
- Ensuring that adequate resources are made available to enable EcoNorth to achieve the company's environmental objectives.
- Assessing training needs for EcoNorth's employees and arranging for all employees to have suitable training on an ongoing basis.
- Ensuring that systems are in place so that subcontractor selection takes into account requirements for sound environmental management and awareness.
- Investigating all environmental related incidents, including any complaints.

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	4 of 15

- Reporting to the Board periodically about environmental performance and any issues that arise.

The Environmental Manager is responsible for:

- Establishing, implementing and maintaining core environmental processes, standards and specifications in accordance with ISO 14001 to ensure intended outputs are delivered.
- Regularly reporting to the Senior Management Team on environmental performance for review and as a basis for improvement of environmental issues.
- Maintaining the integrity of the IMS when changes are implemented to environmental policies and processes.

The Environmental Responsible Person (RP) is responsible for:

- Conducting carbon footprint assessments.
- Regularly report to the Senior Management Team and at whole team meetings.

The Environmental Officer is responsible for:

- The provision of a coordination function for all environmental documentation, reporting and monitoring including:
  - ~ Maintaining all documentation in an accessible format.
  - ~ Contributing to the review of EcoNorth's documentation.
  - ~ Assisting with the development of EcoNorth's policies and processes.
  - ~ Collating and disseminating all reporting to the management team.
  - ~ Managing the internal and external audit process including scheduling of audits.
  - ~ Liaising with Auditors/Consultants on advice and support and working alongside the Executive Director to provide advice and guidance on documentation, reporting and function.

EcoNorth has appointed a designated 'Environmental Champion' to promote environmental improvements and initiatives within the company above and beyond legal requirements.

All EcoNorth employees, through our recruitment and induction process, are informed of the nature of EcoNorth, which is a wholly owned subsidiary of Northumberland Wildlife Trust, and our core aims, which are to support clients to meet their environmental obligations and deliver environmental enhancements and to support nature conservation through gift aided donations to Northumberland Wildlife Trust. All EcoNorth employees are required to:

- Read and understand EcoNorth's Environmental Policy and comply with its requirements and arrangements.
- Comply with best practice guidelines and risk assessments.

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	5 of 15

- Actively partake in the identification of environmental risks and opportunities for improvement.
- Carry out their work in accordance with all relevant risk assessments, safe systems of work, permits to work and other safety procedures concerning work activities, plant, materials and substances.
- Do not take unnecessary risks which could cause environmental harm.
- Report any environmental hazard within any work area to the appropriate Project Manager / Senior Manager / Executive Director.

### **3 Legal Responsibilities**

Throughout EcoNorth's core operations, we are fully committed to ensuring our employees and subcontractors are compliant with relevant wildlife legislation (Wildlife and Countryside Act 1981 as amended etc) by taking the following steps:

- Ensuring surveys and assessments are undertaken by suitably trained, experienced and, where relevant, licensed employees in accordance with up to date guidance.
- Ensuring sound, robust advice based on up to date guidance is provided to our clients at all times.
- Employing a strict approach to biosecurity when moving between areas of land or waterbodies to prevent significant effects associated with plant or animal disease – the protocol when applied will utilise a check-clean-dry approach and a disinfectant suitable to the risks identified.

EcoNorth will comply with our duty of care regarding waste in relation to the Waste Framework Directive by taking the following steps:

- EcoNorth will avoid waste where possible. Where avoidance is not possible, EcoNorth will seek to reduce waste at all opportunities through reduction in printing and packaging requirements, and the use of electronic communication where possible. EcoNorth will segregate food waste, recyclable waste and residual (non-recyclable) waste throughout the office environment.

EcoNorth will seek to manage energy usage within the office environment by taking the following steps:

- Undertake regular servicing of heating systems to retain efficiency where possible and maintain the office at working temperature through core working hours only.
- Switch lights, computers and monitors off when not in use and reduce printing requirements wherever possible.
- The items outlined above will also seek to reduce EcoNorth's carbon footprint.

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	6 of 15

- Further measures to reduce EcoNorth's carbon footprint, in line with the UK government's commitment to carbon 'net zero' by 2050 in the Climate Change Act (2008), are set out in EcoNorth's Environmental Aspects Register and Action Plan below.
- EcoNorth will actively support the generation and distribution of renewable energy, and habitat restoration which seeks to improve carbon storage (eg woodland planting and bog restoration) to align with UK aims in relation to achieving 'net zero'.

EcoNorth will seek to comply, and support our clients to comply, with the Control of Pollution Act 1974, The Water Resources Act 1991, Water Act 2003 and EU Water Framework Directive by working in a manner which avoids all risk of pollution to the water environment.

EcoNorth will, at all times, seek to undertake procurement in line with all relevant aspects of sustainability. This will include:

- Selection of subcontractors and other suppliers which considers geographic location and associated travel requirements.
- Ensuring that subcontractors have their own environmental policies and procedures in place or are prepared to operate in accordance with EcoNorth's policy.
- Selection of timber for project works which complies with FSC standards.

#### **4 Environmental Aspects Register**

EcoNorth has identified potential environmental impacts from normal business operations and a number of key actions have been or are in the process of being implemented to avoid or minimise our environmental impact, as set out in appendix B below. A significance assessment matrix and guidance have been provided in appendix A for reference.

#### **5. Roadmap to Carbon Net Zero**

EcoNorth is committed to achieving our target of net zero accreditation by 2050. We have developed a clear and systematic roadmap for the sustainable delivery of net zero carbon emissions, based on a credible commitment to make all feasible carbon reductions and, where reduction of carbon emissions cannot be eliminated, balance the rest with carbon offsetting through our operations or approved offsetting schemes.

#### **6. Monitoring**

EcoNorth will take the following steps to monitor environmental performance throughout our operations at all times:

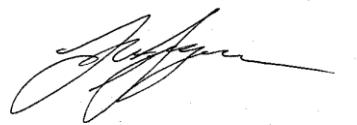
- Monitor EcoNorth's carbon footprint on an annual basis.
- Monitor energy usage throughout the year.

Environmental Policy Statement & Aspects Register	Doc Ref:	EPSAR
EcoNorth Ltd	Issued:	14.02.25
	Version:	10.0
	Page:	7 of 15

- Monitor printer usage throughout the year.
- Monitor waste production throughout the year.
- Encourage all employees to report all examples of environmental best practice, incidents and complaints.
- Maintain records of reported examples of environmental best practice, incidents and complaints throughout the year.
- Review the application of standards for subcontractor procurement.

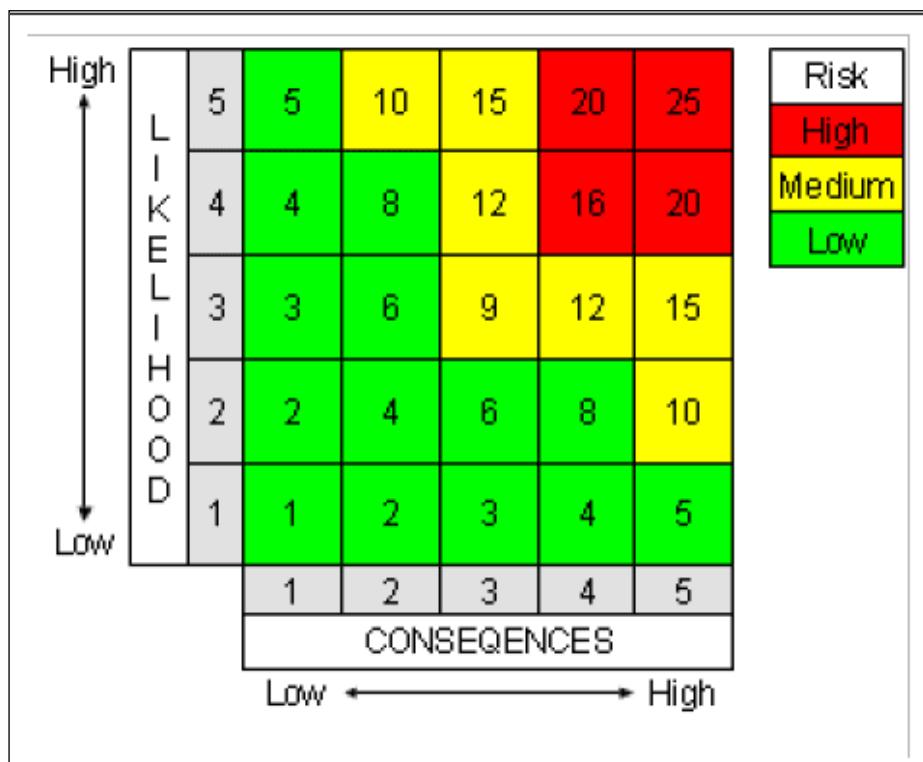
## 7. Policy Review

EcoNorth's Environmental Policy Statement and Aspects Register is reviewed annually, or earlier if there are changes to applicable legislation or the company. Any amendments that are made at these times will be shared with EcoNorth's team.



John Thompson  
Executive Director  
14.02.25

## Appendix A: Significance Assessment Matrix / Guidance



Likelihood		Consequences	
1	Very unlikely – more than 1 event per 100 years.	1	Insignificant – no environmental effects.
2	Unlikely – 1 event per 10-100 years.	2	Minor – minor environmental effects.
3	Fairly likely – 1 event per 1-10 years.	3	Moderate – short term environmental effects.
4	Likely – more than 1 event per year.	4	Major – medium term environmental effects.
5	Very Likely – more than 1 event per month.	5	Catastrophic – very serious long term environmental effects.

## Appendix B Environmental Aspects Register and Action Plan

EcoNorth is a small business with only 15 employees and, whilst any environmental incident may have a potentially significant impact on our business, the impact on the environment is likely to be limited.

EA Ref	Operation / Activity	Environmental Aspect	Environmental Impact	Likelihood	Consequences	Significance	Actions	Emergency / Abnormal Activities
<b>Procurement</b>								
EA01	General procurement of goods and services.	Depletion of natural resources through extraction, production, delivery and disposal processes.  Low cost of goods may indicate poor quality, high energy use, built-in obsolescence, high repair costs, frequent replacement and difficulty of disposal.	Contribution to greenhouse gas emissions due to extraction, production, delivery and disposal processes which release CO <sub>2</sub> and other greenhouse gases and discharges to land, water or air causing pollution to the environment.	4	2	8	<p>Adoption and adherence to EcoNorth's Ethical and Environmental Procurement Policy will be maintained by EcoNorth. The policy will be reviewed at least annually.</p> <p>Excess waste will be minimised by carefully considering actual requirements for material quantities.</p> <p>Approved suppliers will be utilised wherever possible, preferably those who are locally based.</p> <p>Procurement pathways involving online stores which may be operating in locations where standards may not be verifiable will be avoided where possible.</p> <p>An emergency supply of essential goods will be held to offset the impact of an event which threatens business continuity eg pandemic.</p>	<p>Suppliers, subcontractors and associates will be 'black-listed' if it is discovered that unsustainable practices (relating to the environment, modern slavery etc) are being implemented by said individuals / organisations. Association with unsustainable supply chains may be detrimental to the reputation of EcoNorth, and the Wildlife Trusts as a whole, potentially limiting the ability of these organisations to bring about positive change.</p> <p>There may be an unexpected need to replace supplies and equipment in the event of an emergency incident eg office building fire or pandemic eg Covid-19.</p> <p>There is likely to be an increase in procurement activities during the winter period, in preparation for the busy survey season ahead.</p>
EA02	Purchase and delivery of consumables.	As above.	As above.	5	2	10	<p>EcoNorth will procure consumables made from recycled materials, of local provenance and with the minimum of packaging, where possible and as far as practicable.</p> <p>Local suppliers will be identified as a first option for procurement of consumables / materials.</p> <p>Pallets used in the delivery of consumables will be recycled as firewood.</p> <p>An emergency supply of essential goods will be held to offset the impact of an event which threatens business continuity eg pandemic.</p>	As above.
EA03	Purchase and rental of vehicles.	Use of Internal Combustion Engine (ICE) vehicles.  Use of petrol/diesel.	Depletion of unsustainable resources.  Emission of CO <sub>2</sub> , SO <sub>x</sub> , NO <sub>x</sub> and other contaminants and hydrocarbons into the air contributing to greenhouse gas impacts.	3	2	6	The CO <sub>2</sub> , NO <sub>x</sub> and potential pollutant emissions of a vehicle will be a core aspect in the decision-making process, with the aim that any future company vehicle will be hybrid or electric.	As above.
EA04	Subcontractors.	Use of paper, printing and online resources during the search for appropriate subcontractors and	Depletion of unsustainable resources.  Emission of CO <sub>2</sub> , SO <sub>x</sub> , NO <sub>x</sub> and	4	2	8	<p>Where practicable, EcoNorth will ensure that environmental considerations are taken into account when procuring subcontractors (eg their distance to site from their offices).</p> <p>All subcontractors will undergo assessment prior to commencing any</p>	Association with subcontractors who use unsustainable practices, breach environmental and protected species legislation or take unnecessary risks with regards to protected species / the environment, may be detrimental to the

EA Ref	Operation / Activity	Environmental Aspect	Environmental Impact	Likelihood	Consequences	Significance	Actions	Emergency / Abnormal Activities
		assessment / registration processes.  Use of ICE vehicles, petrol / diesel, accommodation, PPE and other tools / equipment during work activities.	other contaminants and hydrocarbons into the air contributing to greenhouse gas impacts.  Pollution of soils, watercourses and associated impacts upon flora and fauna.			High	work for EcoNorth which will require them to supply an acceptable Environmental Policy or agree to adhere to EcoNorth's Environmental Policy as well as provide a relevant insurance schedule/policies and training certificates.  All procurement contracts will require subcontractors to adhere to relevant environmental legislation.  Subcontractors will be required to provide relevant RAMS and policies or agree to adhere to EcoNorth's RAMS and policies.  Subcontractors will be audited during onsite activities to ensure they are adhering to their / EcoNorth's Environmental Policy and RAMS.	reputation of the company and our ability to win work and may lead to legal repercussions. Furthermore, damage to the reputation of EcoNorth, and the Wildlife Trusts as a whole, may limit the ability of these organisations to bring about positive change. EcoNorth's contract with any such subcontractors will be terminated.  In the event of a large project being commissioned or a significant lack of internal resource being available, additional subcontractors may be required beyond the usual requirement.
<b>Office Activities</b>								
EA05	Heating of office facilities.	Use of finite gas resource and production of CO <sub>2</sub> .  Emissions to the air from the boiler used for central heating and generating hot water.  Use of electric heaters.	Depletion of unsustainable resources.  Contribution to greenhouse gas emissions.  Increased use of electricity.	5	2	10	Rooms will not be heated above 22°C and a thermostat in the main room will be used to manage heating.  EcoNorth's boiler was replaced in early 2024 with a new, more efficient model.  Gas consumption will be reduced by improving monitoring and raising staff awareness of energy-efficiency issues.  EcoNorth will continue to utilise green electricity.  Use of electric heaters will be restricted to the winter period or specific occasions where the standard heating system is deemed to be insufficient for the team's needs.  Office blinds will be closed when dark outside to reduce heat loss through the windows.  A carbon footprint assessment will be conducted annually to support EcoNorth's aim of improving sustainability and reducing our carbon footprint.  EcoNorth's roadmap to net zero will be reviewed at least annually to check our progress.  Legislative compliance and best practice will be adopted.	In the event of a broken boiler or damaged pipes, the heating system may not work as efficiently as usual, if at all, and potentially result in damage to the environment before repairs or replacement can be arranged.  Periods of unusually hot or cold weather experienced during the year may result in significantly less or more heating being used than expected.  Disruption to EcoNorth's supply of gas because of power cuts due to the UK's energy system working ineffectively or workers striking may result in significantly reduced gas usage in the short term.
EA06	Use of paper and other office stationery.	Use of paper and associated resources used in paper production.  Use of plastics eg biros and	Use of wood and associated resources can lead to the depletion of natural habitat and carbon storage.	5	2	10	All paper purchased will be FSC accredited and with as high a proportion of recycled content as practicable for the purpose intended.  Reuse of folders, packaging, paper and other consumables will be	In the event of a fire, flood or similar situation at the office, stationery may be damaged and replacement supplies would need to be bought.  Printing and the use of paper tend to increase during the

EA Ref	Operation / Activity	Environmental Aspect	Environmental Impact	Likelihood	Consequences	Significance	Actions	Emergency / Abnormal Activities
		wrappings for dividers.	Plastic pollution can alter habitats and natural processes, reducing ecosystems' ability to adapt to climate change, directly affecting millions of people's livelihoods, food production capabilities and social wellbeing.			5	<p>strongly encouraged.</p> <p>Paper that has only been printed one side will be used as scrap-pads by staff.</p> <p>Use of paper for printing and photocopying will be minimised by opting for double-sided versions unless there is an overriding reason not to (eg by client request).</p> <p>Colour inks use will be avoided unless required for purposes of clarity, presentations etc.</p> <p>Emails will be stored electronically instead of being printed, except for one hard copy of project confirmation and acceptance documents, together with completed project start up forms, risk assessments and final reports to be stored in project files.</p> <p>The ordering of office supplies will be minimised to only quarterly events to reduce the indirect transport costs associated with multiple deliveries throughout the year and reduce unnecessary packaging. Long life consumable items will be favoured eg refills over single use items.</p> <p>The use of products which do not contain plastics will be promoted.</p>	winter ISO review process when documents are updated and replaced.
EA07	Water used by employees and visitors for everyday purposes including drinking and hygiene.	Use of water supply.	Depletion of natural resource essential for life on earth. Leakages through damaged pipes may negatively affect local water supplies and cause flooding to properties and surrounding land.	5	1	5	<p>Water conservation in the office will be promoted.</p> <p>Unnecessary water consumption will be reduced by ensuring all taps are shut down properly after use.</p> <p>Weekly office checks will be conducted to check for any signs of leaks or damage to the water pipes.</p> <p>Any leaks or misuse of water will be raised with Senior Managers and resolved as soon as reasonably practicable.</p>	In the event of a flood caused by water pipe damage or the shower/taps being left on accidentally, water usage may increase significantly in the short term.
EA08	Production, storage and disposal of food waste, recyclable waste and residual (non-recyclable) waste (including shredding).	Diversion of waste to reuse and recycling reduces waste sent to landfill.  Unpleasant odours from waste left in bins for too long.  Use of electricity when destroying confidential documentation.  Production of shredded paper	Correct storage and disposal of waste reduces pollution and risk to health, reduced depletion of natural resources / deforestation, soil erosion and habitat loss, and need for waste disposal facilities.  Air pollution of surrounding area from waste left in bins.  Depletion of unsustainable	5	2	10	<p>The team will be encouraged to follow the hierarchy of waste at all times (reduce, re-use, recycle, recover and lastly dispose).</p> <p>EcoNorth's contract for 100% green electricity provision will be maintained and reviewed annually to ensure the best deal is in place.</p> <p>A trusted cleaning company will be recruited to ensure office facilities are properly cleaned using eco-friendly products and waste disposal occurs regularly.</p> <p>Healthy eating and the use of reuseable food containers will be promoted to employees.</p>	<p>In the event of a fire, flood or similar incident at EcoNorth's office, waste disposal may increase significantly during the cleaning up process.</p> <p>In the event of a pandemic eg Covid-19, waste disposal may decrease significantly as employees work from home more, though plastic waste may increase due to the use of bottles of sanitiser, face masks and gloves as well as additional cleaning products. Recycling activities may be limited due to social distancing procedures.</p> <p>An increase in shredding and subsequent waste disposal should</p>

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		and use of plastic bags to remove this paper from site. Production of single use plastic food waste.  Use of ICE vehicles and petrol / diesel when transported waste to recycling facilities.	resources.  Pollution of land when waste is disposed of at landfill and contribution to global warming through incinerator emissions leading to production of CO <sub>2</sub> into atmosphere.  Emission of CO <sub>2</sub> , SO <sub>x</sub> , NO <sub>x</sub> and other contaminants and hydrocarbons into the air contributing to greenhouse gas impacts.			Yellow	EcoNorth's ongoing composting initiative will be promoted. The use of shredded paper for animal bedding and gardening will be encouraged.	be anticipated each spring during the annual data cleansing process.
EA09	Use, storage and disposal of electrical and electronic equipment (eg computers/ laptops, monitors, printer/ photocopier, fridges, microwave, toaster, kettle, TV, adhesives, PPE, batteries, LED light fittings).	Use of electricity when equipment being utilised.  Potential release of toxic chemicals contained in electronic equipment such as lead, mercury, cadmium and brominated flame retardants into the soil and water.  Potential light pollution around the office in the mornings and late afternoons during winter.  Potential health and safety issues eg electrocution from defective equipment plugged in and trip hazards when stored ready for disposal.  Aesthetically unpleasing work environment for team when equipment stored in corner of office in preparation of disposal.	Depletion of unsustainable resources.  Pollution of land when equipment is disposed of at landfill and contribution to global warming through incinerator emissions leading to production of CO <sub>2</sub> into atmosphere.  Negative impact on wildlife behaviour and reproduction.  Negative impact on human health and wellbeing.	5	2	10	EcoNorth's contract for 100% green electricity provision will be maintained.  Electricity usage will be reduced eg lights and monitors switched off and devices unplugged when not in use.  PAT testing of all electrical equipment will be conducted annually. Visual checks of equipment will be conducted as part of the weekly office checks.  Office blinds will be closed when dark outside to reduce light pollution.  The monitoring and control of waste will be improved.  Waste disposal and recycling will be conducted periodically at approved facilities.	In the event of a fire, flood or similar incident at the office, electrical equipment may need to be replaced unexpectedly.  The office's LED light fittings were all purchased in early 2023 – at some point in the future, they will fail and need to be replaced.  Use of electricity will increase as the team continues to grow and more IT equipment is utilised. However, if EcoNorth maintains our contract for 100% green electricity, this should not cause environmental damage.  The amount of equipment being used, stored and disposed of will increase as the team grows. Also, updates to current technology and the emergence of new technologies will lead to new purchases being made in order to work efficiently, again resulting in more waste to dispose of.
EA10	Collection and disposal of sanitary waste.	Disposable sanitary products are predominantly made of non-biodegradable materials like plastic, which take	Pollution of land when solid waste is disposed of at landfill and contribution to global warming through incinerator	4	2	8	Sanitary bins will be provided in both bathrooms which will be collected and replaced by an approved supplier on a regular basis.  EcoNorth will promote the use of organic, plastic free sanitary	In the event of our bin collection provider cancelling our contract or their workers going on strike, EcoNorth would need to find an alternative at short notice. If this was not possible, the waste would need to be disposed of in another way

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		<p>hundreds of years to decompose.</p> <p>After use, sanitary products and their plastic packaging are either thrown out as solid waste or end up in the water systems if flushed down the toilet.</p>	<p>emissions leading to production of CO<sub>2</sub> into atmosphere.</p> <p>Pollution of marine environments when sanitary products are flushed down the toilet directly.</p> <p>Alteration of marine ecosystems are a serious threat to ocean biomes due to the production of microplastics during the sanitary waste breakdown processes.</p>			4	<p>products by employees.</p>	<p>whereby more environmentally damaging practices may be followed in the short term.</p>
EA11	Promotion of health and wellbeing and discouragement of smoking.	<p>A safe working environment reduces the risk of accidents and near misses and the provision of welfare facilities reduces stress.</p> <p>Smoking causes airborne cancer producing chemicals and litter production.</p>	<p>Healthy employees are more productive and realise greater potential at work, which is critical to the success of individuals and the business.</p> <p>Littering contributes to air and land pollution and has a negative impact on people from hygiene and aesthetic perspectives, as well as wildlife through ingestion, inhalation and trappings within the litter.</p>	2	2	4	<p>H&amp;S and environmental policies will be maintained which promote a safe, healthy environment for all employees and support individuals' physical and mental health and wellbeing.</p> <p>EcoNorth's no-smoking policy in the office environment, onsite or when meeting with clients/other stakeholders will be maintained.</p> <p>Waste products will be removed from the office environment as soon as practicable to eliminate potential hazards.</p> <p>EcoNorth will provide a designated outdoor smoking area for employees at all times, in line with current legislation, ie the communal courtyard area outside the office where special bins have been provided by the landowner.</p>	<p>Creating a robust health and safety culture within the EcoNorth team will lead to a strong, healthy team who are capable of achieving solid results in their work and having successful careers. This in turn will enhance the company's reputation as a good place to work and a reliable service provider with low sickness and accident rates.</p> <p>Breaches in smoking legislation or EcoNorth H&amp;S policy by our staff or subcontractors may result in unhealthy staff with increased sickness absence and work inefficiencies, damage to the company's reputation and potential legal repercussions. This may have secondary impacts including loss of work and revenue, limiting the ability of EcoNorth and the Wildlife Trusts in general to bring about positive environmental changes.</p>
EA12	Fire protection equipment.	<p>Fire extinguishers are made with iron and plastics, which take up to hundreds of years to breakdown.</p> <p>When dry powder extinguishers (stored in EcoNorth's company vehicles) are discharged, the powder can spread over a large area leaving a residue inside the cars or the surrounding land and can be inhaled if used in enclosed areas.</p>	<p>Pollution of land when fire protection equipment is disposed of at landfill and contribution to global warming through landfill incinerator emissions leading to production of CO<sub>2</sub> into atmosphere.</p> <p>Pollution of land and damage to vehicles/other equipment.</p> <p>Negative impact of human health and wellbeing.</p>	3	2	6	<p>All regulations and best practice guidelines will be adhered to regarding the prevention of fire incidents and the use of fire protection equipment, and in accordance with EcoNorth's Health and Safety Policy and procedures and our office and building fire risk assessments.</p> <p>Fire protection equipment will undergo weekly visual checks by the Office Manager and annual checks by a qualified contractor to ensure they are in good working order.</p> <p>Fire protection equipment will be recycled by a qualified contractor.</p> <p>Face masks will be provided in each of the company vehicles for respiratory protection in the event that a dry powder extinguisher needs to be discharged.</p>	<p>In the event of a fire at EcoNorth's office, fire protection equipment may be utilised then need to be disposed of and replaced which would increase our level of waste and subsequent impact on the environment in the short term.</p>

EA Ref	Operation / Activity	Environmental Aspect	Environmental Impact	Likelihood	Consequences	Significance	Actions	Emergency / Abnormal Activities
EA13	Use, storage and disposal of chemicals and cleaning products.	Emissions to air during use. Health problems should these substances enter the body, touch the skin or be inhaled. Inadequate storage and containment leading to potential for spillages into the surrounding environment, chemicals becoming potentially unstable and explosive, degraded containers releasing hazardous vapors or allowing chemicals to become contaminated and degraded container labels resulting in the generation of unknown chemicals.	Air pollution during use and disposal of chemicals contributing to greenhouse gas impacts. Negative impact on human health and wellbeing. Chemicals accidentally released into the environment may enter the soil or underground water courses, leading to contaminated land, water and/or air and damage to local ecosystems and food chains. Pollution of land when chemical containers are disposed of at landfill and contribution to global warming through landfill incinerator emissions leading to production of CO <sub>2</sub> into atmosphere.	3	2	6	<p>All regulations and best practice guidelines will be adhered to in the handling, storage and disposal of chemicals, and in accordance with EcoNorth's Health and Safety and Coshh policies and risk assessments.</p> <p>The locked Coshh box will be effectively utilised for the storage of chemicals.</p> <p>A spill kit will be available for use in the event of an emergency.</p> <p>All disposals will be via a licensed contractor or at a licensed waste disposal site.</p>	<p>Breaches in environmental legislation by subcontractors or EcoNorth staff may result in damage to the reputation of the company and potentially legal repercussions. This may have secondary impacts including damage to reputation and loss of work, limiting the ability of EcoNorth and the Wildlife Trusts in general to bring about positive change.</p> <p>In the event of a pandemic eg Covid-19, cleaning products may be used more.</p>
<b>Travel</b>								
EA14	Travel to/from the office, meetings or site.	Use of Internal Combustion Engine (ICE) vehicles. Use of petrol/diesel. Emission of CO <sub>2</sub> , SOx, NOx and other contaminants and hydrocarbons into the air.	Reliance on and depletion of unsustainable resource. Contribution to greenhouse gas emissions. Reduction in local air quality due to noted emissions. Impact on human health due to inhalation of air pollution, as well as damage to plants and impaired biodiversity. Removal of vegetation for construction of car parking spaces resulting in loss of habitats and biodiversity.	5	2	10	<p>Where practicable, public transport will be used for attendance at meetings.</p> <p>EcoNorth will adopt a policy of presuming against short-haul domestic air travel, where practicable.</p> <p>Outwith the outbreak of an infectious disease such as Covid-19 and the UK's guidance regarding social distancing, car sharing will be encouraged where more than one staff member / client is attending a meeting or site visit.</p> <p>Remote meetings via video-call or telephone will be encouraged to reduce the need for travel where possible.</p> <p>A Cycle to Work Scheme will be set up to support employees' physical and mental wellbeing in response to a reasonable level of demand.</p> <p>The environmental, social, financial and health benefits of cycling to and from work will be promoted.</p>	<p>In the event of a vehicle accident, additional travel may be necessary to rescue the driver(s) and to retrieve the vehicle. The vehicle may also be in need of new parts, repair or full replacement which would negatively impact the environment.</p> <p>In the event of a pandemic, travel may be significantly reduced if employees and subcontractors work from home instead of commuting and/or if onsite work becomes more localised.</p> <p>There is likely to be an increase in vehicular use during the busy survey season, though this may be counteracted somewhat by car sharing practices.</p>

EA Ref	Operation / Activity	Environmental Aspect	Environmental Impact	Likelihood	Consequences	Significance	Actions	Emergency / Abnormal Activities
<b>Fieldwork and Surveys</b>								
EA15	Fieldwork / surveys.	Human presence on wildlife sensitive sites.  Use of noisy equipment such as brushcutters and strimmers.	Disturbance and damage to wildlife and habitat.  Potential infringement of legislation protecting species / habitats.	5	2	10	All fieldwork will be designed and implemented to avoid and minimise impacts on wildlife, especially those specially protected by law eg Schedule 1 (WCA 1981, as amended) nesting birds, roosting bats, great crested newt.  Fieldwork will follow best practice guidelines where applicable (CIEEM/BCT) as well as EcoNorth's environmental policies and procedures.	Breaches of environmental and protected species legislation by EcoNorth staff or subcontractors may result in damage to the company's reputation and potentially legal repercussions – limiting the ability of the organisation to have a positive impact (through gift aid to Northumberland Wildlife Trust and delivery of ecologically-sound services). It may also be detrimental to the conservation of protected / notable species and the environment.  In the event of an extreme weather event or wildfire occurring while onsite, EcoNorth's employees or subcontractors may need to utilise accommodation or travel further than would otherwise be the case in order to escape the situation.
EA16	Use, storage and disposal of consumables including chemicals.	Use of natural resources through use and disposal processes.  Emissions to air during use of chemicals.  Health problems should these substances enter the body, touch the skin or be inhaled.  Inadequate storage and containment leading to potential for spillages into the surrounding environment.	Pollution of land when consumables disposed of at landfill and contribution to global warming through landfill incinerator emissions leading to production of CO <sub>2</sub> into atmosphere.  Air pollution during use and disposal of chemicals contributing to greenhouse gas impacts.  Negative impact on human health and wellbeing.  Chemicals accidentally released into the environment may enter the soil or underground water courses, leading to contaminated land, water and/or air and damage to local ecosystems and food chains.	2	2	4	The waste hierarchy will be a key decision-making tool in the use of consumables.  All regulations and best practice guidelines will be adhered to in the handling, storage and disposal of chemicals in accordance with EcoNorth's Health and Safety and COSHH policies and procedures and risk assessments.  The locked COSHH box will be effectively used for storage of chemicals.  In the event of an emergency, a spill kit will be available for use.  All disposals will be via a licensed contractor or at a licensed waste disposal site.	Breaches of environmental and protected species legislation by EcoNorth staff or subcontractors may result in damage to the company's reputation and potentially legal repercussions – limiting the ability of the organisation to have a positive impact (through gift aid to Northumberland Wildlife Trust and delivery of ecologically-sound services). It may also be detrimental to the conservation of protected / notable species and the environment.
EA17	Promotion of sustainability activities through project work and community engagement.	Increase awareness of environmental sustainability and protection in the local community and support for local projects.	Positive impact on local habitats and biodiversity, and EcoNorth's reputation locally for environmental performance.	5	1	5	EcoNorth's environmental performance will be publicised on our website and client/procurement portals, as well as articles in NWT's website and Roebuck magazine.	In the event of an environmental emergency, the company will need to be transparent about our activities and maintain good relationships with the local community.