



Environmental Management Policy

Mentalia Locums Ltd

Mentalia Locums LTD

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Policy Statement

Mentalia Locums Ltd recognises its responsibility to minimise the environmental impact of its operations. While our activities as a recruitment and staffing provider have a relatively low environmental footprint, we are committed to conducting our business in an environmentally responsible and sustainable manner.

We aim to continuously improve our environmental performance and comply with all relevant environmental legislation and regulations.

Our Commitments

Mentalia Locums Ltd will:

- Comply with applicable environmental laws and regulations
 - Minimise waste generation and promote recycling wherever possible
 - Reduce paper usage through digital systems and electronic documentation
 - Promote remote working and virtual meetings where appropriate to reduce travel emissions
 - Encourage responsible energy use within our operations
 - Work with suppliers and partners who share responsible environmental practices where reasonably practicable
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Waste & Resource Management

We are committed to:

- Using electronic document storage and communication systems
 - Avoiding unnecessary printing
 - Responsibly disposing of electronic equipment through approved recycling channels
 - Minimising single-use materials within office operations
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Travel & Emissions

Where travel is required:

- Virtual meetings will be used wherever practical
 - Travel will be planned efficiently to minimise environmental impact
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Responsibility & Review

The Managing Director is responsible for implementing and reviewing this policy. This policy will be reviewed annually to ensure continued relevance and effectiveness.

Signed:

A handwritten signature in black ink, appearing to read 'R Coggins', written over a horizontal line.

Mr Richard Coggins
Managing Director, Mentalia Locums Ltd
Date: 20th January 2026