



## Environmental Policy

Code: HS&E2024  
Version Date: 01/09/2025  
Issue No: 5  
Reviewed By: S. Uchegbu

# Environmental Policy

## 2025/2026

**Reviewed By: Samuel Uchegbu**

**Approved By: Senior Leadership Team**

**Reference:** Environmental Protection Act 1990, Environmental Act 2021, ISO 14001:2015, The Waste (England and Wales) Regulations 2011, UK Emission Trading Scheme Amendment Order 2025, Waste (Duty of Care) Code of Practice, UK Pesticide National Action Plan 2025, The Waste Separation Requirement (Wales) Regulations 2023, The Energy Savings Opportunity Scheme Regulations 2014.



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### Environmental Policy

We (The Cake Crew Limited Company) understand the importance of environmental protection. We recognise that this involves continuous improvement in environmental sustainability across our operations. We acknowledge the impact of our operations on the environment. We are committed to mitigating these impacts by keeping up to date with the constant changes in environmental laws, industrial best practices and approved international standards.

#### Legislative Commitment

- We will comply with the Energy Savings Opportunity Scheme Regulations 2014 as we strive to reduce energy usage following the guidelines and road map set out by Manufacture 2030 and our ESOS plan.
- We will identify strategies aimed at segregating waste, expanding our recycling scope, and audit and review waste activity for continuous improvement in adherence to the Waste Separation Requirement (Wales) Regulations 2023.
- The company will comply with the 5 principles of the Environmental Act 2021 by undertaking suitable and adequate environmental risk and impact statements where relevant.
- We will review our supply chain and imports to mitigate environmental impact and risk.
- The company will support the UK Pesticides National Plan 2025, engaging with our local suppliers on minimising pesticide risk and promoting sustainable farming production.


#### International Standards (ISO14001)

- We will integrate the Environmental Management System Life cycle thinking across our operations and waste management.
- We will ensure Senior leadership involvement in environmental performance and review.
- We will comply with ISO14001: 6.3 to ensure risk and opportunities are considered when there are changes in business operations.
- We will develop and issue the suppliers' questionnaire to strengthen our commitment to Suppliers' environmental control.

#### Pollution Prevention (Environmental Protection Act 1990)

- **Air Pollution:** We will monitor and control dust and particle emissions throughout operations. We will liaise with our third-party distributor to identify their commitment to reducing vehicle emissions.
- **Water Pollution:** The company will monitor and prevent spills and effluent, ensure a working procedure to respond to potential pollutant spills, control wastewater, sludge, and dispose of waste through licensed waste operators.

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- **Noise Pollution:** The company will ensure that noise generated during operations is monitored and controlled to an acceptable level.
- **Waste Disposal:** The company have a project for the first phase of zero landfill and is committed to monitoring and improving the process.


### Implementation and Continuous Improvement

- The Company will carry out quarterly audits and a review of its environmental performance and waste activities.
- The company will define the roles and responsibilities of key staff/operators in ensuring the compliance of its environmental policy across the business.
- We will provide training and monitoring strategies for all employers to strengthen their capacity towards environmental stewardship.
- We will invest in low-energy consumption technologies.
- We will provide suitable resources for waste management and control.
- We will engage our suppliers and contractors to promote environmental awareness.
- The company will take into consideration the impact of its activities on the local community and engage stakeholders when required.

### Organisational Responsibility.

- The responsibility for implementing this policy is with the Board of Directors through its Senior Leadership Team. Employers, Contractors and Suppliers are expected to support this policy.

Signature: \_\_\_\_\_



**Position: Environmental, Sustainability & Safety Manager**

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