Our Environmental
and Sustainability Policy

Development Careers recognise that businesses can have a negative impact on the environment. We are committed, and enjoy, finding ways in which we can reduce the impact of our work both in the office and when work takes us away from the office.

We are fortunate in our line of work that we aren't required to purchase great quantities of materials and that we don't produce much waste.

It is our policy to:

- Comply with all relevant environmental legislation, regulations and requirements
- Recycle all waste material possible
- Reduce the amount of waste material produced
- Avoid the use of paper wherever possible. For example, sending quote documents as PDF files and using double sided printing
- Avoid the use of postal services, saving on transportation and on paper (envelopes). For example, emailing invoices and statements of account
- Recycle equipment that is no longer of use to the company. For example, we give away items such as computers and printers that we no longer use via the Gumtree website
- Aim to reduce our electricity heating usage
- Keep energy usage low. For example, making use of low energy light bulbs throughout and using schedules to ensure computers are shut down after work
- Reuse waste paper (from the printer) where possible, making use of the blank side for notes etc
- Always to make use of recycling schemes by the printer manufacturers (to recycle toner cartridges and drums)
- Purchase products made with recycled paper. For example, recycled copy paper, toilet paper
- Purchase products with a lower environmental impact.
- Use low impact transport for travel to and from work and travel for business. For example, we try and schedule trips together to reduce distances travel.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email

We aim to regularly review our Environmental Policy and seek to reduce our impact each and every year.