



## Introduction

At GROW Radio ("we", "us", or "our"), we are committed to minimising our environmental impact and promoting sustainable practices in our operations, programming, and community engagement. This Environmental Policy outlines our approach to environmental management and our goals for reducing our environmental footprint.

## Scope

This Environmental Policy applies to all employees, contributors, and representatives of GROW Radio, as well as our suppliers, contractors, and business partners. We expect everyone associated with our organisation to be aware of and support our environmental commitments.

## Environmental Commitments

- **Compliance with Laws and Regulations:** We comply with all applicable environmental laws, regulations, and industry standards in the jurisdictions in which we operate. We monitor changes to these requirements and update our practices accordingly.
- **Pollution Prevention:** We strive to prevent pollution and minimise waste by implementing measures such as recycling, reusing materials, and reducing the consumption of energy, water, and other resources.
- **Energy Efficiency:** We seek to improve our energy efficiency by implementing energy-saving measures, such as using energy-efficient lighting and equipment, optimising heating and cooling systems, and encouraging employees to conserve energy.
- **Sustainable Procurement:** We prioritise the use of environmentally friendly products and services in our procurement decisions and work with suppliers and contractors who share our commitment to environmental sustainability.
- **Employee Awareness and Training:** We provide training and resources to our employees to help them understand and implement

our environmental policies and practices, and we encourage them to actively participate in our sustainability efforts.

- **Community Engagement:** We engage with our listeners, guests, and community partners to promote environmental awareness and encourage sustainable practices through our programming and community initiatives.
- **Monitoring and Continuous Improvement:** We regularly monitor our environmental performance, set targets for improvement, and implement measures to achieve these targets. We review our Environmental Policy and practices periodically to ensure their ongoing effectiveness.

## **Responsibilities**

- **Management:** Our management team is responsible for ensuring that our organisation complies with this Environmental Policy and applicable environmental laws and regulations. They are also responsible for setting and reviewing environmental targets and allocating resources for implementing our sustainability initiatives.
- **Employees:** All employees, contributors, and representatives of GROW Radio are responsible for following our environmental policies and practices and contributing to our sustainability efforts.
- **Suppliers and Contractors:** Our suppliers and contractors are expected to comply with our Environmental Policy and support our sustainability goals in their operations and services.

## **Changes to This Environmental Policy**

We may update this Environmental Policy from time to time to reflect changes in our practices, industry standards, or legal requirements. When we make changes, we will update the effective date at the top of this document, and we encourage you to review the policy periodically to stay informed about our environmental commitments.

## Contact Us

If you have any questions, concerns, or comments about this Environmental Policy, please contact us at:

GROW Radio  
Attn: Environmental Manager  
7 Chapman Court  
Bridge Street  
Warwick  
CV34 5DP  
England  
Email: [gary@growradio.uk](mailto:gary@growradio.uk)  
Phone: 07866602507

We are committed to working with you to resolve any concerns or complaints you may have about our environmental practices. If you are not satisfied with our response, you may have the right to seek legal remedies under applicable laws and regulations.