

Environmental and Sustainability Policy



The Spark Group

Introduction

The Spark Group was established to help reduce carbon emissions by promoting and preparing for sustainable career paths. We are committed to promoting environmental stewardship and sustainable practices in all aspects of our operations. We recognise the importance of protecting the environment for future generations and strive to minimise our ecological footprint through responsible business practices.

Our Commitment

1. Energy Efficiency:

We will reduce energy consumption by adopting energy-efficient technologies and practices in our offices, facilities, and operations.

We will encourage the use of renewable energy sources wherever feasible.

2. Waste Reduction:

We will minimise waste generation by promoting recycling, reusing materials, and reducing single-use items.

We will responsibly dispose of any waste that cannot be recycled or reused.

3. Sustainable Sourcing:

We will prioritise the procurement of sustainable and environmentally-friendly products and services.

We will work with suppliers and partners who share our commitment to sustainability.

4. Water Conservation:

We will implement measures to reduce water usage in our operations.

We will promote water-saving practices among our employees.

5. Employee Engagement:

We will educate and engage our employees in sustainability initiatives and encourage them to adopt environmentally-friendly practices both at work and at home.

We will foster a culture of environmental responsibility throughout the organisation.

6. Community and Stakeholder Engagement:

We will engage with our community and stakeholders to promote environmental awareness and support local sustainability efforts.

We will collaborate with industry partners, NGOs, and government bodies to advance sustainability goals.

7. Continuous Improvement:

We will regularly review and update our environmental and sustainability practices to ensure continuous improvement.

We will set measurable goals and monitor our progress in reducing our environmental impact.

Responsibility

All employees of The Spark Group are responsible for upholding this policy and contributing to our sustainability efforts. Management will ensure that the necessary resources are available to achieve our environmental goals.

Review

This policy will be reviewed annually to ensure its effectiveness and relevance to our business operations and environmental objectives. Any necessary updates will be made to reflect changes in legislation or best practices.

Signed: Daniel Canavan



Position: Director

Revision Date: 06.01.2026

Next Review Date: 06.01.27