

**INVESTORS  
IN THE  
ENVIRONMENT**



# **Environmental Policy**

**Union Income Benefit  
Holdings Ltd**

**2023**



## Environmental Policy

Union Income Benefit Services Ltd is a financial company which specialises in providing insurance and membership services to trade unions. Our services include shopping discounts, insurance products and member communications. At Union Insurance Services, our vision is providing workers and their families with access to a financially responsible life. We acknowledge that our operations have an effect on the environment and have identified our key environmental aspects that contribute our environmental and carbon footprint:

- Consumption of electricity, gas, water, and other fuels
- Waste generation
- Transport emissions
- Use of raw materials
- Procured goods and services with their own environmental impact

Our top management have already implemented several environmentally friendly policies, for example, our CPD training for staff is entirely online. All our services are offered online, enabling customers to contact us by phone and email. We reduce outgoing post where we can through our email communications. We also offer hybrid and fully remote working, bringing down employee travel times. As part of our commitment to our community, staff at Union Income Benefit Services Ltd also raise money annually for local charities by engaging in a variety of challenges. Last year, staff participated in steps and cycling challenges to raise money for 'Magic Breakfast', a charity which provides healthy school breakfasts to children at risk of hunger in disadvantaged areas of the UK. Our business is strengthened by protecting the safety, health and environment of our employees, our customers, and the people of the communities in which we do business.


Our environmental commitment can be demonstrated in our established objectives and goals below:

- Set up a dedicated Green team who are the champions of this policy and will make sure that it remains front and centre of all our decisions and actions.
- Monitoring our key resource usage and implementing conservation techniques to achieve our environmental targets.
- Implement a waste/recycling policy.
- We are committed to making UIB a carbon-neutral business.
- Internally publishing an annual organisational sustainability report via the intranet and staff email.

We will continue to improve our environmental management system by working to the Investors in the Environment (iE) criteria, considering any changes in legislation, our organisation, and other factors. This policy has been approved by Union Income Benefit Services Ltd's Senior Management and we will ensure that all our employees are made aware of it, will be involved with its implementation and are provided with training to increase awareness of environmental matters.

Chelsey from Marketing is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy.

Union Income Benefit Services Ltd will make this policy available when requested to interested parties including members of the public, including making a copy available on the Union Income Benefit Services Ltd website.

Signed:   
Date: 23/08/2023

Position: [Chief Operating Officer]

