



1. Policy Statement

T3 Security Ltd is a leading provider of SIA-regulated security services across a wide range of sectors, including (but not limited to) licensed premises, entertainment venues, retail environments, construction sites, corporate locations, and special events.

While the core service we provide has a relatively low direct environmental impact, T3 Security Ltd recognises its responsibility to **minimise environmental harm, use resources efficiently, and promote sustainable working practices** wherever reasonably practicable.

Protection of the environment in which we operate is a fundamental part of our values and business principles. We consider environmental responsibility to be sound business practice and integral to maintaining public trust, regulatory compliance, and operational resilience within the security industry.

2. Legal and Regulatory Framework

This policy supports compliance with all relevant UK environmental and employment legislation, including but not limited to:

- **Environmental Protection Act 1990**
- **Waste (England and Wales) Regulations 2011**
- **Climate Change Act 2008**
- **Health and Safety at Work etc. Act 1974**
- **Management of Health and Safety at Work Regulations 1999**
- **UK Employment Law duties relating to training, consultation, and safe systems of work**

Environmental controls will always be implemented in a manner consistent with **SIA operational requirements**, ensuring that environmental measures do not compromise safety, vigilance, or service delivery.

3. Scope

This policy applies to:

- All employees, contractors, and agency workers
- All SIA-regulated security activities
- All company premises, client sites, mobile patrol operations, and events

4. Environmental Responsibilities

Senior Management

The Senior Management Team (SMT) is fully committed to the implementation, monitoring, and continuous improvement of this Environmental Policy.

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ENVIRONMENTAL POLICY

Environmental Officer

T3 Security Ltd has appointed an **Environmental Officer, Jen**, who is responsible for:

- Supporting implementation of this policy
- Monitoring environmental performance
- Advising management on environmental compliance and improvements
- Promoting environmental awareness among staff
- Acting as a point of contact for environmental concerns

Employees

All employees have a responsibility to:

- Follow environmentally responsible working practices
- Use resources efficiently
- Report environmental concerns or incidents
- Participate in environmental training and awareness activities

5. Environmental Commitments

T3 Security Ltd commits to:

- Complying with all applicable **environmental legislation, regulations, and approved codes of practice**
- Protecting the environment by seeking to **prevent and minimise pollution** of land, air, and water
- Reducing waste and promoting **efficient use of materials and resources**
- Managing waste responsibly through:
 - Re-use of paper where appropriate
 - Recycling paper and packaging wherever practicable
 - Segregation of recyclable waste in office and welfare areas
- Encouraging water conservation by:
 - Installing low water-use toilets and basins where practicable
 - Displaying signage to promote responsible water usage
- Promoting energy efficiency by:
 - Switching off equipment when not in use
 - Introducing energy-saving technologies where feasible

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- Exploring long-term opportunities such as solar panels, insulation improvements, double glazing, and conversion to an electric or low-emission vehicle fleet
- Considering environmental impacts during **planning, deployment, and management of security operations**, including mobile patrols and event security
- Encouraging suppliers and partners to adopt environmentally responsible practices

6. Training and Awareness

- Environmental awareness training will be provided to employees **at induction and at least twice per year** thereafter
- Training will be proportionate to job roles and operational responsibilities
- Environmental performance and initiatives will be communicated via:
 - Staff briefings
 - Notices and posters
 - Newsletters and internal communications
 - Company website where appropriate

7. Monitoring and Continuous Improvement

T3 Security Ltd will:

- Monitor environmental performance and compliance
- Review environmental risks and opportunities
- Investigate environmental incidents or concerns
- Implement corrective and preventative actions
- Seek continuous improvement in environmental performance

Environmental considerations will be integrated into **risk assessments, operational planning, and procurement decisions** where relevant.

8. Policy Review

This policy will be reviewed:

- **Annually**
- Following changes to environmental or employment legislation
- Following significant operational or organisational changes

Updates will be communicated to all relevant personnel.

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Director:

Peter Moore

Date:

08.12.2025

A handwritten signature in black ink, appearing to be 'PM', written over a faint horizontal line.

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