

Pictons Solicitors LLP Environmental policy Statement

DATE: December 2009

Pictons Solicitors LLP is a prestigious regional law firm that has been successfully servicing the needs of business and individuals for 40 years. With three offices in Hertfordshire, Bedfordshire and Buckinghamshire, we are conveniently situated to assist clients across the region and nationally.

We recognise our obligations to contribute to the resolution of both local and global environmental issues and are striving to minimise the effects of our environmental impact. We are currently working towards improving environmental performance, with the goal of achieving an environmental management accreditation. At present only the Luton Office will be covered by ISO14001. However progressively all offices will commit to ISO14001.

Our Environmental policy statement has been developed by senior management and is readily available to interested parties including the general public.

We aim to fulfill these commitments by:-

- Complying with all relevant legislation and codes of practice
- Continually seeking to improve our environmental performance and committing to the prevention of pollution.
- Improving staff environmental awareness and responsibilities by providing appropriate training to all our employees such that they are able to perform their duties in a way that does not compromise our environmental policy and objectives.
- Reducing energy and resource consumption by implementing effective and efficient reduction methods consistent with best practices.
- Minimising the generation of waste and implementing recycling initiatives.
- Providing via our Environmental Management System (EMS) the framework for setting and reviewing environmental objectives and targets.
- Periodically reviewing this Policy to take account of changes in organization, legislation, or other internal and external factors.
- Communicating this policy to everyone working for or on behalf of Pictons LLP.

At Pictons we are serious about the changing environment and its effects on mankind. We wish to encourage others to do so by supporting charities like 'Know Your Planet' which provide information and other assistance to the public. As lawyers, we can also advise on the current legislation concerning the environment and its implications to clients.

Signed



Managing Director
November 2009