

Environmental Management Policy

TellJO was founded in 2017 and is a mission driven SaaS company that identifies, engages and supports vulnerable customers.

The company operates on a national basis in the UK providing SaaS products to Housing Associations, Councils and Utilities

TellJO is committed to offsetting more carbon than it generates, and achieving the highest standard of environmental office hygiene:

- ✓ Cycle to work is actively encouraged.
- ✓ Company cars where practical are electric. Where not practical will be hybrid
- ✓ Carbon emissions from hosting and office use are offset by paying into a monthly offset program www.ecology.com which TellJO joined in 2020
- ✓ Any equipment office or IT must meet the highest environmental standards
- ✓ TellJO operates a paperless office.
- ✓ All waste must be recycled where possible
- ✓ No business flights are allowed unless authorised by Dominic Maxwell
- ✓ Promote positive and responsible attitudes on environmental matters to employees, suppliers, and customers.
- ✓ seek to continually improve the business systems to reduce all environmental effects.

All employees are required to comply with the requirements of this policy along with the supporting procedures and are also encouraged to raise environmental issues with the management. The policy is reviewed on a regular basis to ensure that it is still suitable and sufficient for the activities of the company.

This policy is communicated to all employees and is made available to other interested parties either directly or via the company website.