

Lambrian Sustainability Policy

Introduction

Lambrian Training recognises its responsibility to contribute to a more sustainable future. Our policy reflects a commitment to reducing environmental impact, improving social outcomes, and upholding the highest standards of governance in line with Abu Dhabi Government requirements and international best practice.

Mission and Commitment

We commit to integrating sustainability into our strategy, operations, and training services. This includes minimising resource use, promoting environmental responsibility, ensuring ethical procurement, and disclosing our performance transparently.

Environmental Responsibility

- Maintain and update independent green certifications covering operations, training services, and products.
- Prioritise digital delivery and e-learning solutions to reduce material consumption.
- Implement recycling, responsible waste management, and paperless office practices.
- Monitor and reduce energy and water consumption across facilities.
- Support carbon reduction through remote delivery, energy-efficient venues, and reduced travel.

Sustainable Procurement

- Work with suppliers who demonstrate sustainable practices and provide evidence of compliance with environmental regulations.
- Give preference to local suppliers and service providers to reduce transport-related emissions and support In-Country Value (ICV).
- Ensure training materials are produced using recyclable or sustainable resources where physical formats are necessary.

Training and Awareness

- Incorporate sustainability principles into training programmes, particularly in areas of governance, audit, and finance.
- Promote awareness among staff, partners, and learners of the importance of sustainable practices.
- Develop capacity-building initiatives to equip participants with tools to apply sustainability in their roles.

Transparency and Reporting

- Publish an annual Sustainability Report outlining initiatives, progress, and measurable outcomes.
- Disclose any environmental violations or fines in the past three years, along with corrective actions taken.
- Report achievements, including awards or external recognition in sustainability.
- Continuously evaluate sustainability-related risks and opportunities in operations and training

delivery.

Social Responsibility

- Ensure fair and ethical labour practices across all operations and partnerships.
- Promote diversity and inclusion in hiring, training, and leadership opportunities.
- Support community initiatives aligned with education, capacity building, and sustainable development.

Governance

- Align sustainability practices with UAE laws and regulations, including Abu Dhabi's Environmentally Preferred Purchasing policies.
- Integrate sustainability objectives into internal audit and compliance functions.
- Establish accountability through designated sustainability officers and regular performance reviews.

Continuous Improvement

- Set measurable annual targets for environmental performance and social responsibility.
- Benchmark against global best practice in sustainability and corporate responsibility.
- Foster innovation in delivering environmentally responsible training solutions.