Environmental, Social & Governance (ESG) Policy

1. Purpose
This ESG Policy sets out how Kew Computers Ltd manages environmental impact, social responsibility and governance standards across all operations.

2. Environmental
We aim to minimise our environmental footprint through:
- Reducing waste and increasing recycling
- Ensuring all toner and ink cartridges are recycled via accredited partners
- Complying with WEEE for responsible IT equipment disposal
- Prioritising refurbished or recycled products where suitable
- Reducing energy, water and resource usage where possible
- Factoring environmental performance into procurement decisions.

3. Social
We are committed to:
- Equality, diversity and inclusion for all staff and customers
- Fair employment practices and accessible opportunities
- Safe, respectful conduct on school premises
- Supporting safeguarding and wellbeing in educational environments
- Engaging positively with communities and partners.

4. Governance
We follow strong, transparent governance practices, including:
- Compliance with UK GDPR, Data Protection, Health & Safety and Safeguarding legislation
- Clear internal policies and accountable leadership
- Ethical, honest business conduct
- Responsible data handling and cybersecurity standards
- Working only with suppliers who meet appropriate ethical and environmental benchmarks.

5. Monitoring & compliance
We monitor our ESG commitments and review performance annually, making improvements where necessary.