



Environmental Management System (EMS) - Pousada Serra Verde

Pousada Serra Verde is committed to managing health, safety and environmental (HS&E) matters as an integral part of our business. In particular, it is our policy to assure the HS&E integrity of our processes and facilities at all times and at all places. We will do so by adhering to the following principles:

Compliance

We will comply with applicable laws and regulations and will implement programs and procedures to assure compliance. Compliance with HS&E standards will be a key ingredient in the training, performance reviews of all at Pousada Serra Verde.

Risk Reduction, Prevention, and Resource Management

We will seek opportunities, beyond compliance requirements, for reducing risk to human health and the environment, and we will establish and meet our own HS&E quality standards where appropriate. We will look for ways to minimize risk and protect our employees and the communities in which we operate by employing clean technology, including safe technologies and operating procedures, as well as being prepared for emergencies.

We will strive to minimize releases to the air, land, or water through use of cleaner technologies and the safer use of chemicals. We will minimize the amount and toxicity of waste generated and will ensure the safe treatment and disposal of waste. We will manage scarce resources, such as water, energy, land, and forests in an environmentally sensitive manner.

Communication

We will communicate our commitment to HS&E quality to our employees, vendors, and customers. We will solicit their input in meeting our HS&E goals and in turn will offer assistance to meet their goals.

Continuous Improvement

We will measure our progress as best we can. We will review our progress at least on an annual basis. We will continuously seek opportunities to improve our adherence to these principles. The EMS will measure the success of our Environmental Policy and our Carbon Footprint Plan.

**Jeff & Kemely Parfrey
(owners)**

**1st May 2020
(Date)**

Compliance

At least annually the owners will review the most current national, regional, provincial, state and local legal and other requirements as applicable to Pousada Serra Verde.

Risk Reduction, Prevention, and Resource Management

All employees at Pousada Serra Verde will be provided with introductory training on the EMS.

Pousada Serra Verde has developed an Emergency Response and Preparedness procedure to identify the potential for and to respond to accidents and emergency situations, and to prevent and mitigate the environmental impacts that may be associated with them. Emergency Preparedness and Response plans are reviewed by the owners on an annual basis and after the occurrence of accidents or emergency situations. The owners will maintain documentation on emergency response and preparedness, and emergency incidents for at least five years. Due to the nature of our business it is noted that the level of risk is extremely low.

Pousada Serra Verde will monitor the goals set out in the Carbon Footprint Plan and the Environmental Policy to measure compliance, progress and effectiveness of said policies.

Communication

All employees at Pousada Serra Verde will be provided with introductory training on the EMS. Results of audits and any changes to procedures will be communicated to all employees.

Continuous Improvement

The owners have set objectives to improve upon the environmental performance of Pousada Serra Verde (these are laid out in the Environmental Policy and Carbon Footprint Plan).

Objectives and targets are developed considering significant environmental aspects; technological options; prevention of pollution; financial, operational and business plans; legal and other requirements; and the views of interested parties. These objectives, targets and results will be documented and maintained as appendixes to this document.

Pousada Serra Verde has developed an Environmental Management System Audit procedure to ensure that the EMS has been properly implemented and maintained. The EMS audits are coordinated by the owners and conducted on an annual basis. The purpose of this procedure is to ensure that the organization establishes and maintains documented environmental objectives and targets. This procedure applies to environmental objectives and targets set at all relevant

levels within the organization. These targets are listed in the Environmental Policy and the Carbon Footprint Plan.

Pousada Serra Verde EMS Annual Audit and Action Plan

Section 1: Carbon Footprint Plan

Section 1a: Carbon Footprint Measurement

	2019 Actual	2020 Target	2020 Actual	Variance
KgCo2e	1658	1492		

Section 1b: Progress towards renewable energy

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Section 2: Environmental Policy

Section 2a: Compliance

All permits in place?
Any compliance issues to report:

Section 2b: Recycling and Waste

Section 2c: Cleaning

Recycling Summary:
Waste disposal Summary:

Environmentally friendly cleaning products used:

Other initiatives:

Section 2d: Training & Culture

Summary:

Training in place and recorded:

Cultural initiatives:

Action Plan & Next Year Objectives