

Environmental Policy

1.0	SCOPE
	Purpose
1.1.	<p>This document provides a framework to make a difference, to prevent pollution, to protect and enhance the environment and this includes:</p> <ul style="list-style-type: none"> • Climate change mitigation and adaption; • Reduction of greenhouse gas emissions, including carbon dioxide; • Management and mitigation of the environmental impacts arising from our operations; • Environmental Sustainability. <p>This policy compliments our Corporate Plan, our values and behaviours, applicable strategies and other associated policies.</p>
	Legal and regulatory framework
1.2.	<p>We will meet all relevant environmentally related compliance obligations. All applicable legislation is hosted via an online register and is regularly updated. Details of how we ensure compliance will be set out in our Environmental Management System Manual.</p>
1.3.	<p>The Regulator of Social Housing requires registered providers to “adhere to all relevant law”. This Policy is designed to ensure that we adhere to the legislation relating to the environment.</p>
2.0	POLICY STATEMENT
	Scope
2.1.	<p>The arrangements for environmental management are referred to as our Environmental Management System and shall comply with ISO14001:2015. We will:</p> <ul style="list-style-type: none"> • Identify the most relevant environmental risks and opportunities; • Strive to be making a difference to the environment by continually improving our organisational performance; • Set objectives to mitigate and enhance our organisational environmental impacts; • Measure environmental performance at all levels of the organisation;

	<ul style="list-style-type: none"> Review the effectiveness of this Policy.
	Accountability
2.2.	<p>We expect:</p> <ul style="list-style-type: none"> Colleagues and our supply chain to operate in accordance with the requirements of our Environmental Management System; Contractors to uphold similar environment and waste management standards and to fully comply with the conditions stated in our contracts and procedures; All activities to be undertaken with respect and care for the environment this includes our customers, neighbours and local communities.
3.0	PERFORMANCE MEASURES
3.1.	Compliance evaluation and certification audits at planned intervals shall provide information on whether the Environmental Management System conforms to the requirements of ISO14001:2015. This shall also include the performance of contractors.
3.2.	Audit results and any associated corrective actions deemed necessary shall be communicated to relevant management via our SHE management software.
3.3.	Audit results and associated actions shall be monitored by HS&E Manager and reported to Corporate Director of Governance and Compliance.
3.4.	Group Executive shall review the Environmental Management System annually to ensure its continuing suitability, adequacy and effectiveness.
3.5.	An annual report shall be presented to our Board for consideration.
4.0	EQUALITY AND DIVERSITY
4.1.	There are no equality and diversity issues applicable to this Policy.
5.0	TRAINING AND DISSEMINATION
5.1.	We will communicate our Policy to our colleagues, supply chain and other interested parties.
5.2.	We are committed to investing in a programme of ongoing awareness, training and engagement activities to embed a culture that cares for the environment.
6.0	MONITOR AND REVIEW

6.1	This Policy will be monitored by the Corporate Director of Governance and Compliance, reviewed every three years and approved by the Policy Group.
7.0	ASSOCIATED DOCUMENTS, POLICIES AND PROCEDURES
7.1.	<p>Documents, policies and procedures associated with this Policy are:</p> <ul style="list-style-type: none"> • Register of all applicable primary and secondary environmental legislation; • Procedures relating to specific areas of environmental management; • Policies and strategies associated with Environmental Social Governance, Carbon Net Zero and Sustainability; • Corporate Plan; • ISO 14001:2015

Document author	Health, Safety and Environmental Manager
Document owner	Corporate Director of Governance and Compliance
Legal advice	As per consultation below
Consultation	Mandatory colleague consultees.
Approved by	Policy Group – September 2022
Review Date	September 2025
Corporate Plan aim	Deliver a strong business, fit for today and prepared for tomorrow.
Equality Assessment	
Key changes made	<p>Policy amended to compliment business aspirations regarding:</p> <ul style="list-style-type: none"> • Climate change mitigation and adaption; • Reduction of greenhouse gas emissions, including carbon dioxide; • Management and mitigation of the environmental impacts arising from our operations; • Environmental Sustainability.