

Environmental Policy

1.0 SCOPE

Purpose

- 1.1. In delivering services, whg is committed to protecting the environment, preventing pollution, and conducting activities in an environmentally responsible manner. It is recognised that successful environmental management contributes to successful business performance, and whg will allocate adequate finances and resources to meet these needs.

This policy complements Our 2030 Plan, values and behaviours, applicable strategies and other associated policies.

Legal and regulatory framework

- 1.2. whg 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 the Environmental Management System Manual.
- 1.3. The Regulator of Social Housing requires registered providers to “adhere to all relevant law”. This Policy is designed to ensure that whg is compliant with legislation relating to the environment.

2.0 POLICY STATEMENT

Scope

- 2.1. To support environmental commitments and strategic objectives, whg has implemented an Environmental Management System (EMS), aligned to the principles of ISO 14001:2015. It is the EMS policy to:
 - Integrate the consideration of environmental concerns and impacts into decision making and activities
 - Prevent pollution
 - Protect the environment in all aspects of operations and prevent any adverse environmental effects, where practicable
 - Comply with environmental compliance obligations, associated with the requirements of colleagues, customers, stakeholders, and regulators
 - Identify and effectively manage the significant environmental impacts, risks and opportunities associated with whg's homes and services

- Minimise the environmental impact, for the life cycle (including disposal) of all maintenance activities, and other physical assets under whg's control
- Train, educate and inform colleagues about environmental issues that may affect their work
- Promote environmental awareness among colleagues and encourage them to work in an environmentally responsible manner
- Report, assess and learn from environmental incidents

whg strives to continually improve environmental performance through the EMS, supported by structured environmental objectives and targets, which are set and reviewed on an annual basis, at the EMS Management Review meeting and through work at the ESG Group.

All whg colleagues and contractors are responsible for discharging their duties in accordance with this environmental policy and actively contributing towards the development of a positive environmental culture, throughout the organisation.

Accountability

2.2. whg requires:

- Colleagues and contractors/suppliers to operate in accordance with the requirements of the Environmental Management System.
- Contractors to uphold similar environment and waste management standards and to fully comply with the conditions stated in whg contracts and procedures.
- All activities to be undertaken with respect and care for the environment.

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 management software and through conversations.
- 3.3. Audit results and associated actions shall be monitored by the Head of HSE and reported to the Corporate Director of Governance, Compliance and Communications
- 3.4. The 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 the 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. This policy will be communicated to colleagues, suppliers and other partners, via our online management software system, Intranet and Health Safety and Environment notice boards.
- 5.2. whg is committed to investing in a programme of ongoing awareness, training and engagement activities to ensure appropriate environmental awareness.

6.0 MONITOR AND REVIEW

6.1 This Policy will be monitored by the Corporate Director of Governance, Compliance and Communications, reviewed every three years and approved the Resources and Foundations Panel.

7.0 ASSOCIATED DOCUMENTS, POLICIES AND PROCEDURES

- 7.1. Documents, policies and procedures associated with this Policy are:
 - 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.
 - Our 2030 Plan.
 - ISO 14001:2015

Document author	Head of Health, Safety & Environment
Document owner	Corporate Director of Governance, Compliance and Communications
Version and status	V1.1 LIVE
Legal advice	As per consultation below
Consultation	Union Representatives, Colleagues representatives any other interested party.
Approved by	Resources and Foundations Panel
Review Date	September 2028
Our 2030 Plan Aim	Deliver a strong business, fit for today and prepared for tomorrow.
Equality Assessment	Completed and attached

Key changes made	<p>Policy amended to complement 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 operations.• Environmental Sustainability.
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