



Policy title:	Environment and Sustainability Policy		
Scope:	Group-wide		
Policy owner (job title):	Sustainability Manager		
Approver (job title):	Executive & Senior Management Team		
Date:	May 2024	Review Due Date:	May 2028

POLICY SUMMARY

Aspire must meet all relevant environmental legislation and as a responsible organisation ensure it minimises where practicable any negative impacts on the environment as a result of its operations.

This policy underpins our targets to achieve our intermediate milestones on the journey to net zero by 2050. This will work in partnership with the Sustainability Strategy and associated action plan (which is a separate document).

We commit to protecting the environment whilst ensuring inclusivity and diversity in all operational aspects. For example, ensuring energy efficiency in our new builds and implementing upgrades to our existing properties or considering the diverse needs of residents in accessing green spaces and information.

1. POLICY STATEMENT

The organisation commits to:

- protect the environment and reduce its carbon emissions and to achieve net zero by 2050, ensuring we are in line with our Sustainability Strategy and action plan.
- Identify and assess our compliance with regulatory obligations and ensure operations are completed within the framework of our regulatory commitments
- prevent pollution, reduce waste, reduce the use of energy, water and other resources; and ensure that, wherever practical, measures are implemented to protect and preserve natural habitats, flora and fauna

- continually improve the environmental management to enhance environmental performance
- allocate suitable and sufficient resources which enable the organisation to achieve our environmental aims and objectives that are set out in the Sustainability Strategy and action plan
- consider the effects that our operations may have on the local community and our planet
- take action to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts
- promote environmental awareness and responsibility amongst our colleagues, suppliers, contractors, customers and partners through the implementation of operational procedures and fulfilling the Sustainability Strategy
- take part in regular accredited assessments of our environmental performance and follow a path of continuous improvement to reduce our emissions
- manage our waste according to the waste hierarchy of reduce, reuse and recycle
- manage our green spaces, making the most of habitats and preserving nature recovery taking into account our customers accessibility where needed for access
- ensure environmental issues - including climate change - is taken into account as criteria in the procurement of goods and services
- procured services will report on environmental impacts per any accreditation or reporting requirements
- continue to use an accredited environmental partner to audit our results
- invest in our colleagues to raise and maintain a high level of understanding of our environmental responsibilities and targets in various ways – Eg. Board updates, team meetings, and staff conferences
- identify and provide appropriate training, advice resources and information for staff and encourage them to develop new ideas and initiatives and meet the commitments of this policy
- promote and encourage involvement in local environmental initiatives and schemes
- Maintain continuous improvement to meet our obligations

Equality & Diversity:

This policy has been considered against our Equality and Diversity Policy and no additional provisions are required. Where customers have specific needs to access the policy, reasonable support would be given. By way of example, this may include the provision of the policy in alternate forms such as braille, different languages, large print or audio versions and ensuring that the processes followed within the policy are

reasonably adapted to reflect the needs of the individual. This could also include support where a protected characteristic may need extra help or information.

This policy helps support the future generations.

An Equality Impact assessment has been carried out for this policy by the EDI forum.

2. RESPONSIBILITIES OF EMPLOYEE

All colleagues have responsibilities for the implementation of the policy and must ensure that environmental issues are given adequate consideration in the planning and day-to-day work. Considering diverse perspectives and needs in environmental decision-making processes and activities as well as adjustment for disparity allows for participation. E.g. Encourage employees to seek input from diverse community members when planning initiatives with consideration to barriers and accessibility. Such as low-income areas, access to transport, language, education levels and cultural barriers. This can be done by utilising outreach, school partnerships and any underrepresented areas.

Colleagues also must assist where required in the collection of environmental data from their team or the suppliers they use.

All employees and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their work, so far as reasonably practicable, is carried out without risk to themselves, others or the environment. This includes cooperating with management on any environment-related matter.

Monitor the environmental impacts and ensure targets are hit in the Sustainability Strategy.

3. RESPONSIBILITY OF ASPIRE

Aspire is responsible for setting objectives concerning environmental priorities and ensuring the policy is adequately resourced and supported across the organisation, with representation from a diverse range of stakeholders, decision making and different departments and all levels.

The Board are responsible for assessing the effectiveness of the policy annually and updates will be provided and monitor key objectives and targets.

Along with the protection of the environment, the policy is intended to ensure that the organisation delivers value for money through the effective and efficient use of resources and materials.

When delivering the Strategy to ensure considerations have been made under the EDI findings.

Effective implementation of the policy will reduce the risks associated with failures to meet environmental legislation. It will ensure we hit our net zero target and associated milestones.