

# Environmental and Sustainability Policy Statement

Shaw Trust is aware of the need to balance economic, social and environmental values as part of its corporate social responsibility. To this end, the Trust recognises and takes responsibility for the environmental impacts of its activities and is committed to minimising any potentially harmful effects on the environment.

## Shaw Trust will seek continuous improvement by:

- Promoting responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce and throughout the supply chain;
- Pro-actively managing energy and water consumption, minimising the associated carbon emissions and investing in improvements that deliver financial and environmental savings;
- Developing a progressive waste management strategy to reduce the volumes of waste sent through landfill through waste minimisation, re-use, recycling and recovery;
- Complying with all relevant environmental legislation/regulation;
- Ensuring that policies and services are developed in a way that is complimentary to this policy;
- Encouraging employees to consider their Travel Management Plans to minimise the need to travel and enable alternate means of communication;
- Identifying and providing appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives;
- Developing procurement practices and controls that support the Trust's aspiration efforts to improve environmental performance;
- Identifying energy and water efficiency improvements during refurbishments/re-fits and implement them where financially and operationally feasible;
- Providing appropriate resources to meet the commitments of this policy; and
- Promoting and encouraging involvement in local environmental initiatives/schemes;
- Promoting our environmental achievements both internally and externally;
- Ensure that our recruitment and placement activities are inclusive as possible to actively encourage social inclusion.

## This Policy

- Applies to all Trustees and employees of the Trust including volunteers and clients on placement. It applies also to agents, contractors and service users and any other relevant party as deemed appropriate by the Board of Trustees;
- Will be reviewed annually.