

## Sustainability Policy

### 1. Our policy is...

- 1.1. To ensure that we are a responsible organisation that strives to improve the sustainability of our communities, protect the environment, enhance nature and biodiversity, and combat climate change, as well as tackle fuel poverty, provide warm homes and improve health and educational outcomes, amongst others.

### 2. We'll...

- 2.1. Show leadership and demonstrate our credentials as a responsible organisation by playing a key role in improving the sustainability of our communities, enhancing nature and biodiversity and combatting climate change. We'll support national efforts to deliver on the United Nation's Sustainable Development Goals and the UK Government's 2050 net zero greenhouse gas emissions target.
- 2.2. Consider sustainability and climate change as part of our corporate decision making process and during the day-to-day running of the business.
- 2.3. Wherever practical and cost effective to do so, purchase sustainable products and services.
- 2.4. Where applicable, work with contractors who have an environmental management system, such as ISO 14001, or can demonstrate their environmental credentials as part of procurement exercises.
- 2.5. Take a proactive approach to reducing our waste and move towards circular economy principles. This requires us to reduce the use of materials that are used once and then disposed of as waste, to an approach which eliminates waste, operates more efficiently, or use products that can be, or have been, re-used, remanufactured or recycled. As part of this, we'll continue to reduce single use items across our operations and eliminate single use items in our corporate buildings, such as paper cups.
- 2.6. Support national decarbonisation efforts through our development programme. We have to deliver new homes to EPC B, but we have an aspiration to make them Band A, so where possible we'll take steps to make this happen. We'll continue to meet any new energy efficiency requirements for new build homes introduced through the government's Future Homes Standard.

- 2.7. Recognise an effective Sustainability Policy relies on colleague, customer and stakeholder participation and we'll prioritise engagement about sustainability issues and initiatives. In doing so, we aim to realise potential for wider social and economic benefits for the communities we serve.
- 2.8. Lead by example and will communicate and disseminate best practice to internal and external stakeholders. This will include monitoring and evaluation of projects to ensure continual improvement and inform future ways of working.
- 2.9. Where appropriate, seek advice and guidance on various aspects of sustainability and climate change and use best practice to learn and encourage change throughout the business.
- 2.10. Engage in national and regional debate to influence the housing sector's response to sustainability and climate change.
- 2.11. Look to identify and secure partnering and funding opportunities to enable the delivery of further innovative sustainability initiatives.
- 2.12. Align ourselves to a science based approach to greenhouse gas emissions reduction, creating a pathway to net zero by 2050 by the end of this plan.
- 2.13. Aim to purchase sustainable products and services and will do this by reviewing our specifications and continuing to reinforce our supplier charter that sets our minimum expectations.
- 2.14. Ensure we continue to decarbonise our existing homes, taking a fabric first approach and introducing renewable technology that meets the needs of our customers whilst meeting regulatory requirements.
- 2.15. Enhance nature and biodiversity and protect the environment by taking a strategic and proactive approach to maintaining and improving our green spaces. This includes, but is not limited to wildflower meadows, relaxed mowing and increased tree planting.
- 2.16. Ensure our approach to training, engagement and governance responds to the decarbonisation agenda. We'll do this by engaging with our stakeholders and taking a planned approach to upskilling our colleagues, as well as increasing community engagement and involvement, to meet future requirements.
- 2.17. Continue to maintain our environmental management system to ISO 14001 standard to achieve continual improvement, environmental best practice and continued compliance with legal requirements.
- 2.18. Through our Sustainability Plan 2025-2030, achieve a range of objectives and targets to protect the environment, promote nature and biodiversity and combat climate change, as well as tackle fuel poverty, provide warm homes and improve health and educational outcomes.

### 3. Our assurance...

3.1. We'll ensure this policy is effective through:

- Monitoring progress through our Sustainability Plan Delivery Group.
- Reporting on progress against our Sustainability Plan to the relevant Committee of our Board.

3.2. We'll use information from satisfaction surveys to drive service improvement.

3.3. We'll review our performance and service delivery in comparison with other organisations to achieve the highest standards of service delivery.

#### Legislation and regulations

3.4. We'll ensure this policy complies with all relevant legislation and regulation.

- The Climate Change Act 2008 (2050 Target Amendment) Order 2019
- Environment Act 2021
- The Clean Growth Strategy – GOV.UK
- Warm Homes Plan – GOV.UK

#### Review

3.5. We'll review this policy at least every three years or when changes in legislation, regulations or best practice prompt an early review.

<b>Version Control</b>			
<b>Version number</b>	<b>Reason</b>	<b>Approved by</b>	<b>Approved date</b>
2023.1	Full Review	Compliance and Assurance Committee	14 February 2023
2026.1	Full review	Director of Property and Building Safety  Executive Director of Homes and Growth	3 March 2026