



Objective

To ensure that all our activities practice and promote sustainability.

General Policy Statement

Raising public awareness of sustainable development is one of CHANGE AGENTS UK's charitable objectives and at the heart of all we do. It is the policy of CHANGE AGENTS UK to conserve and improve the environment, strive for social equity and fairness and promote economic development in the long-term. CHANGE AGENTS UK will conduct its business in such a way as to recognise sustainability in all its operations, policies and activities.

CHANGE AGENTS UK aims to use its own practices to promote a sound awareness and understanding of sustainable development and will endeavour to ensure that sustainability is understood and valued by its entire staff, Directors, partners, Change Agents, clients, volunteers, supporters and funders.

CHANGE AGENTS UK defines sustainability as the vision of enhancing economic, social and environmental capital in a way that ensures a better quality of life for everyone, now and for generations to come.

Sustainable Operations Management

CHANGE AGENTS UK recognises that businesses impact on the environment in a variety of different ways. As part of our Sustainability Policy we are committed to the continual improvement of our environmental performance in relation to our services and operations.

We are committed to working with our staff, customers, suppliers, investors, contractors, regulatory bodies and neighbours to achieve the following objectives;

- Minimise the use of energy and water whenever possible, maximise the use of renewable energy
- Generate less waste by reducing, re-using and recycling materials
- Purchase materials, equipment and services that have the least impact on the environment and which promote fair and ethical trading
- Minimise the environmental impact of our travel and whenever possible encourage less travel, for example through video conferencing
- Encourage personal and professional development and training for all employees
- Comply with all legal requirements relating to Health and Safety at Work, Equality and Environmental Protection, all of which have relevance to sustainability.

CHANGE AGENTS UK's commitment to sustainability is delivered through the following actions:

- Use recycled or FSC certified paper
- Use of environmentally friendly cleaning products
- Source Fair Trade and/or organic products
- Volunteering days for staff environmental projects
- CSR policy in place
- Sustainable purchasing policy
- Supporting carbon-offsetting community initiatives in tree-planting and improving green spaces

We are also committed to working with our staff, customers, suppliers, investors, contractors, regulatory bodies and neighbours to achieve the following objectives:

- Meet and where possible exceed all environmental regulations relevant to our organisation and its activities.
- Increase cost-effectiveness by reducing our consumption of energy and raw materials.
- Reduce waste, pollution and noise both locally and in the wider environment.
- Systematically assess all aspects of our company to ensure we are continually improving our environmental credentials.



It is the responsibility of all employees, visitors and contractors to fully support this policy through active participation and co-operation.

This policy will be displayed at all times in the CHANGE AGENTS UK office and is openly available to all members of the public via our website – www.changeagents.org.uk

Responsibility for implementing the Policy lies primarily with the Executive. However, it is the responsibility of all employees, visitors and contractors to fully support this policy through active participation and co-operation. Compliance with this policy will be continuously monitored and subject to review by the Board and Executive.