

**THIS POLICY APPLIES TO GROUNDWORK WEST MIDLANDS AND ITS  
TRADING SUBSIDIARIES**

**Environment & Sustainability Policy  
GP16**

**POLICY STATEMENT**

To support our vision of a “greener, fairer and stronger future for all the people, communities and places in the West Midlands” Groundwork West Midlands is committed to focusing our support on those people and places that need us the most. We create solutions that put power in local hands, create skills and jobs for a greener economy and deliver greenspaces for nature, for climate and for everyone.

**SCOPE**

This Policy applies to all Groundwork West Midlands employees. We are committed to protecting and enhancing the local and global environment and, through continuous improvement activities, to consistently improving the management of sustainability issues.

**RESPONSIBILITIES**

We have developed a Carbon Reduction Plan which confirms our commitment to reducing carbon emissions to achieve Net Zero emissions by 2050 and outlines our plan for achieving interim targets for this pathway. We are committed to reducing all emissions by more than half by 2035 (further details in the plan). We have set emissions targets for each year and our Environment Champions are developing an action plan to help us achieve these. Regular monitoring will take place with annual reporting to our board.

This policy applies to everyone working for us, or on our behalf, and to all of our activities, both internally and externally. We review it at least annually and make it available to interested parties on request. Success of the environment management system depends on all staff taking responsibility for their working practices and helping to improve our environmental performance.

To help achieve all of the above we will:

- Educate all those working for us or on our behalf regarding environmental issues and make them aware of this policy
- Endeavour to protect the environment, prevent pollution and minimise waste from our activities
- Consider sustainability issues when purchasing products and services and when subcontracting activities and minimise the amount of single use materials we buy
- Promote the importance of the environment and sustainability to those whom we come into contact with, particularly schools, communities and businesses
- Support the aspirations of the West Midlands Region to become greener and more resilient
- Aspire to achieve environmental sustainability targets in line with the wider federation's aspirations

**Approved by: Executive Director January 2025**

**Updated by: Office Manager, HR Advisor, Groundwork West Midlands, January 2025**

**Review date: In line with current legislation or yearly (January 2026)**