

GROUNDWORK EAST POLICY NO1 - ENVIRONMENTAL POLICY

Groundwork East is a charity that works to create a fair and green future in which people, places and nature thrive. We want to achieve a 'just transition' to net-zero and help nature recover in a way that tackles inequality and provides a springboard for better work and healthier, happier lives. We do this by;

- Connecting people with each other, with opportunity and with nature
- Building capacity and resilience so that people are more in control of their future
- Tackling social, economic and environmental challenges in an integrated way

This empowers and enables people to make positive changes to their lives and environment. Our main office is at Mill Green, Hatfield and we have three other offices across the region.

At Groundwork East we recognise that the delivery of our services can have an impact on the climate crisis and we are committed to managing and reducing the emissions and wider environmental impacts arising from our own activities. The Trust seeks to minimise negative impacts as follows:

Environmental management

- Implement and maintain a certified Environmental Management System (EMS).

Legislative compliance and good practice standards

- Meet and wherever possible exceed all applicable environmental legislation, regulations and other compliance obligations
- Set voluntary standards where none exist in the legislative framework.
- Review and maintain the Trust's Environmental Emergency Plan

Prevention of pollution and minimisation of resource use

- Prevent the risk of pollution from all activities to protect the environment
- Adopt measures to minimise water and energy consumption in all activities
- Comply with the waste legislation and adopt measures of waste reduction through avoidance techniques, repairing for re-use if possible, recycling and using energy from waste or landfill as a disposal route of last resort. To support our on-site practices we shall, whenever possible, use waste management companies that facilitate these commitments
- Ensure that new developments take into account sustainable construction principles.

Communication and training

- Provide training and continuously improve information provided for all staff and board members to enable behavioural changes in regard to environmental issues and individual responsibilities.
- Support and encourage stakeholders to minimise their impact on the environment through communication of our policies and by our own example.

Continual improvement through monitoring and review

- Regularly review our Policy and use this as a framework to set associated policies, procedures and annual objectives. The documents are monitored and reviewed by the EMS group to ensure we continually improve our system to enhance performance.

- Update and improve standards in the light of advances in environmental knowledge and understanding, promoting good practice and innovation in new environmental solutions.

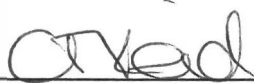
Climate Commitment and Net Zero Journey

- The Trust has committed to reach Net Zero before the government's current target of 2050.
- In line with this Decarbonisation Pathway, we have set the following interim targets:
 1. To reduce our baseline emissions by one third (32%) by March 2026
 2. To reduce our baseline emissions by half (50%) by March 2035
- We report publicly on our carbon footprint and progress towards our carbon reduction targets through our own Carbon Reduction Plan.

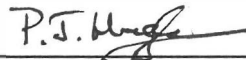
Responsibility

- The Board has ultimate responsibility for the environmental performance of the Trust with Leadership playing an active role in monitoring progress.

This policy will be reviewed annually or sooner at the Chair's discretion.



Carolyn Reid
Chief Executive



Patrick Hughes
Chair

Date: September 2025