



Herts Disability Sports Foundation

Charity Number 1156034

Environmental Policy

Version control : 1.1

Date of Policy – 15 May 2024

Date for Review – May 2025

Approved

A handwritten signature in black ink, appearing to be 'G. King', written over a faint circular stamp.

Date: 15 May 2024

(Signature of Chair)

HDSF Environmental Policy

Aim

Herts Disability Sports Foundation (HDSF) is dedicated to enhancing our environmental stewardship and adopting superior practices to mitigate the environmental impacts of our activities. Our commitments include:

- Executing and maintaining environmental initiatives within HDSF.
- Internally tracking and evaluating the progress of our environmental efforts.
- Demonstrating leadership by engaging in sustainable practices with our suppliers, effectively communicating with our clients, and endorsing relevant environmental initiatives within our industry.

Scope

This Environmental Policy is applicable to all trustees, employees, volunteers, and contractors associated with HDSF, whether on a full-time or part-time basis. Additionally, this policy will be communicated to our suppliers, partners, and funders as a testament to our commitment to environmental best practices.

Intent

Through this Environmental Policy, HDSF affirms its dedication to environmental sustainability, acknowledging its fundamental importance to our organization and the wellbeing of our staff.

Our pledge involves:

- Advancing towards a sustainable, low-carbon economy, aiming to eliminate our operational environmental impact.
- Instilling a culture of environmental responsibility within HDSF and ensuring thorough policy implementation at all levels, as well as amongst our partners and beneficiaries.
- Evaluating our operational environmental impacts, setting and annually reviewing objectives to enhance our environmental performance.
- Allocating sufficient resources to fulfil our environmental commitments.
- Adhering to all pertinent environmental laws and regulations.
- Clearly assigning and communicating responsibilities to our board, management, staff, volunteers, suppliers, partners, and beneficiaries, ensuring all parties understand their environmental obligations.
- Developing policies and services that align with this Environmental Policy.
- Incorporating environmental considerations into our procurement processes.
- Publicly reporting our environmental performance in our annual report.

- Motivating all partners and stakeholders to enhance their environmental performance.
- Minimizing the use of energy, water, and waste through reduction, reuse, and recycling strategies, regardless of the work setting.
- Mindfully assessing travel requirements and advocating for sustainable transportation options.
- Implementing 'offsetting' measures to neutralize carbon emissions only as a last resort.

Additional Actions

- Collaborating with environmental experts as necessary.
- Preparing and promoting our environmental policy and action plan.
- Establishing an Environmental Focus Group or Champion to foster eco-friendly operational suggestions and decisions.
- Where appropriate, increasing recycling practices and optimising use of technological equipment.
- Promoting, encouraging, and rewarding lower carbon travel choices.

Roles and Responsibilities

Employers will:

- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees/volunteers.

Employees/Volunteers will:

- Be familiar with the environment impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.

Suppliers will:

- Provide their own environmental policies where possible to HDSF, to demonstrate their carbon footprint and carbon reduction targets.
- Communicate this Environmental Policy to all employees, contractors and other stakeholders as well as making this policy available to the public.

Responsibility and Review

- Implementation of this Environmental Policy is the direct responsibility of the Board and Senior Management, and indirectly, employees and volunteers working for HDSF.

This policy is subject to an annual review following its adoption.