

## **Environmental & Sustainability Policy**

### **1. Introduction**

- 1.1. Rise is committed to the concept of sustainable development, i.e. meeting the needs of the present without compromising the ability of future generations to meet their own needs. Concern for the environment is an integral and fundamental part of this commitment. Whilst we are committed to delivering on our strategic priority of ensuring that physical activity is supporting the drive to reduce the rate of global warming and limit climate change, the aim of this Environmental & Sustainability policy is to help us in our commitment to reduce the impact on the environment from our own operations as an organisation.
- 1.2. We have identified the following key environmental aspects that contribute to our environmental and carbon footprint:
  - 1.2.1. Consumption of electricity, gas and water;
  - 1.2.2. Transport emissions;
  - 1.2.3. Waste generation; and
  - 1.2.4. Procured goods and services with their own environmental impact.

### **2. Our Environmental & Sustainability Commitment**

- 2.1. We will:
  - 2.1.1. promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce;
  - 2.1.2. monitor, manage and aim to reduce our use of energy and other resources, including Scope 3 emissions;
  - 2.1.3. minimise waste by reduction, re-use and recycling methods;
  - 2.1.4. comply with all relevant environmental legislation / regulations;
  - 2.1.5. ensure environmental, including climate change, criteria are taken into account in the procurement of goods and services;
  - 2.1.6. share our Environmental and Sustainability Policy publicly, and encourage and support all organisations that we provide financial support to, to commit to the sustainable development philosophy;
  - 2.1.7. identify and provide appropriate training, advice and information for team members and encourage them to develop new ideas and initiatives linked to sustainability; and
  - 2.1.8. commit to achieving Net Zero emissions by 2050.

2.2. To ensure we meet our commitments, we undertake to periodically monitor and review our environmental performance and take corrective action where necessary.

### 3. Into Practice

3.1. In order to put these principles into practice, we will develop, implement and keep under review, an annual action plan that will include, inter alia, the following key areas:

3.1.1. **Travel** – this will include commitments to:

- 3.1.1.1. supporting the workforce to sustainably travel where possible, including reviewing the viability of an Electric Vehicle salary sacrifice scheme to complement the existing Cycle to Work salary sacrifice scheme;
- 3.1.1.2. avoiding physically traveling to meetings where there is an equally accessible and viable alternative such as teleconferencing;
- 3.1.1.3. travelling by train rather than car for any journeys to meetings/conferences/events which are over 100 miles away;

3.1.2. **Purchase of equipment and consumption of resources** – this will include commitments around:

- 3.1.2.1. minimisation of paper and other office consumables;
- 3.1.2.2. re-use, re-purposing and recycling of office waste and redundant equipment;
- 3.1.2.3. use of energy-efficient equipment where possible;
- 3.1.2.4. ensure lights, the photocopier and other switches are off when the office is not in use Friday-Sunday;
- 3.1.2.5. minimisation of plastic in the purchases we make;
- 3.1.2.6. purchase products with a lower environmental impact;
- 3.1.2.7. selecting vegetarian catering for meetings and events to minimise our carbon footprint;

3.1.3. **Accreditation** – this will include a commitment to achieving Investors in the Environment (IIE) Green accreditation following the achievement of Silver accreditation in late 2023;

3.1.4. **Training & Awareness** – this will include commitments to support the whole workforce to act in a more environmentally sustainable way, both at work and at home, and will include:

- 3.1.4.1. induction procedures for new staff will contain information on Rise's environmental and sustainability practices;
- 3.1.4.2. communicating the Environmental and Sustainability Policy to all staff members to ensure that all staff are fully aware of the policy and are committed to implementing and improving practices;
- 3.1.4.3. identifying appropriate training, advice and information for staff and encourage them to provide new ideas and initiatives;

3.1.4.4. promoting and encouraging involvement in local environmental initiatives and schemes;

3.1.4.5. promoting and participating national/international days of recognition, e.g. Earth Day;

3.1.5. **Working Practices** – this will include commitments around supporting our partners and stakeholders to consider their environmental sustainability through our engagements with them, and will include:

3.1.5.1. integrating environmental and sustainability considerations into all our business decisions; and

3.1.5.2. ensuring that all our policies and services are developed in a way that is complimentary to this policy.

#### **4. Sustainability & Green Champions**

4.1. Suzanne McDermott is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy, supported by the CEO and Green Champions nominated from the staff team.

#### **5. Review & Approval**

This policy will be reviewed annually.

Signed:



Name: Clare Morley

Date: 7<sup>th</sup> May 2024

Position: Chief Executive Officer