



hyh Environmental Sustainability Policy

Purpose

hyh recognises its responsibility to reduce our carbon footprint and formally adopts this environmental sustainability policy which outlines our organisational commitment to reduce our environmental impact; both within hyh and throughout the services we deliver.

Vision

Our vision is for every young person to have a safe home from which they can grow and thrive. The climate crisis is threatening our collective home; whilst we provide our services to help today's generation of young people in Hertfordshire, we aim to safeguard living conditions for future generations.

Scope

This policy applies to hyh staff, volunteers and trustees. It will be shared with suppliers, funders, potential partners and consultants wherever appropriate, to indicate our commitment to environmental action.

We will promote responsibility for the environment within the organisation and communicate and implement this policy at all levels of our team. We commit to ensuring key members of staff have the time necessary to embed this work into our operations and providing further resource where possible and necessary.

We are committed to:

- Comply with all applicable legislation and codes of practice relevant to our activities.
- Responsible use of energy throughout the charity, including conserving energy, improving energy efficiency and giving preference to renewable over non-renewable energy when feasible.
- Reducing waste by minimising our consumption of resources and recycling everything we can.
- Reducing our emissions by monitoring and optimising staff travel.
- Making our office base, local community and county a cleaner place to work and live, contributing to it being nature and wildlife friendly.
- Engaging employees across the organisation by providing regular training and ongoing environmental education and communication.
- Encouraging and promoting sustainable choices to the young people we work with, wherever that is feasible/economically viable.
- Ensuring we have plans in place to ensure continuity of service for our service users and the safety and wellbeing of our staff when faced with extreme weather conditions and other impacts of climate emergency.
- Offering all staff, volunteers and trustees the opportunity to join a 'hyh green group' and attend quarterly meetings, contributing to the planning and delivery of the environmental strategy. The strategy will be reviewed by the green group throughout the year and progress made towards our goals reviewed annually.
- Reviewing this policy on a bi-annual basis.