

Goleudy
Corporate Social Responsibility (CSR) and
Environmental Policy

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1 Introduction

- 1.1 This policy outlines Goleudy's position on CSR (corporate social responsibility) including our position on environmental sustainability. It replaces the previous 'CR002 Corporate Social Responsibility (CSR) Policy Statement' and 'OP031 Environmental Management Policy'.
- 1.2 All Goleudy's activities as a business and a charity are acts of social responsibility. This policy details the three key areas where the organisation aspires to go beyond its charitable objects, and to add value in terms of:
- Environment and Sustainability
 - Community
 - Staff Well-being

2 Purpose

- 2.1 The purpose of this policy statement is to outline the aspirations that Goleudy holds in terms of its efforts to:
- Improve society
 - Contribute towards sustainable development
 - Conduct ourselves in an ethical manner
- 2.2 This document lists the activities and initiatives that we plan to undertake to go above and beyond the nature of our core purpose.

3 Scope

- 3.1 This policy statement applies to all Goleudy employees, volunteers and trustees. The following documents should be referred to in conjunction with this policy statement:
- The Business plan
 - The Budget
 - The Workforce Development plan
 - Leadership & Management - Guidance and Expectations
 - FI001 Purchasing Policy
 - FI010 Expenses at Work Policy

4 Principles

The principles that guide the organisations position on the three areas of development are:

- 4.1 Creating 'social value' for the environment, our communities, and our staff
- 4.2 Exhibiting care for, developing and empowering people
- 4.3 Aspiring to, and inspiring others to 'good citizenship'

5 Compliance

- 5.1 Whilst the contents of this policy are largely aspirational, many of the initiatives contained here and within the business plan are achievable.
- 5.2 It is the responsibility of the board of trustees, the executive leadership team and the wider management group to ensure that everyone (staff, volunteers and agency staff) contributes to these initiatives, and complies with the requirements of this policy.

6 Environment and Sustainability

6.1 Policy Statement

Goleudy recognises the impact of all our activities on the environment.

We acknowledge that there is a need to constantly consider ways in which we can limit our negative impact on the natural world and its resources, conserve energy and minimise waste in all activities that we undertake.

6.2 Key Commitments

6.2.1 Reduce

6.2.1.1 Wherever possible we will seek to reduce our consumption of natural resources, including paper, food waste and energy.

6.2.1.2 We will continue to develop digital solutions for client record keeping, financial recording, document distribution, and communication reducing our consumption of paper.

6.2.1.3 We will support and encourage use of our Community Fridge project, thus reducing food waste.

6.2.1.4

Wherever it is possible, practicable and affordable, we will endeavour to minimise the environmental impact caused by energy consumption. We will seek to ensure lights are switched off, heating use is controlled and, energy saving appliances are purchased.

6.2.2 Re-use

6.2.2.1 We will aim to encourage staff to re-use items that would otherwise be destined for waste. This will include encouraging the use of cloth bags at the Community Fridge project, discouraging single-use plastics and redeploying equipment wherever possible.

6.2.3 Recycle

6.2.3.1 Where it is necessary to dispose of items, we will encourage waste to be separated and recycled wherever possible. The organisation commits to the ethical disposal of electrical waste and the provision of opportunities to separate and recycle waste in our offices and project spaces, and encouraging our residents to comply with these practices

6.2.4 Travel

6.2.4.1 We will seek to encourage trustees, employees and volunteers to reduce the number of car journeys they undertake. We will do this by encouraging green modes of transport such as walking, cycling and public transport, offering staff the

opportunity to participate in green initiatives and encouraging car sharing through financial incentives.

6.2.5 Properties

- 6.2.5.1 When undertaking building work or maintenance of our properties, we will endeavour to ensure that environmentally sustainable materials and methods are used, and the building process is carried out utilising best environmental practices.
- 6.2.5.2 Wherever it is viable, Goleudy will endeavour to exceed current energy efficiency standards, to futureproof properties and to align with the de-carbonisation agenda.

6.2.6 Cleaning Products and PPE

- 6.2.6.1 Wherever possible, Goleudy will aim to source environmentally friendly cleaning products throughout the organisation.
- 6.2.6.2 Where Personal Protective Equipment (PPE) is used, we will endeavour to use fit-for-purpose, appropriate sustainable or re-usable alternatives.

6.2.7 Supporting our clients to contribute to our objectives

- 6.2.7.1 Goleudy commits to supporting our clients to take care of the environment.
- 6.2.7.2 We will work towards increasing environmental awareness within our client group. We will also promote positive attitudes towards recycling and energy efficiency. We will provide opportunities for our clients to reduce waste to landfill where possible, by providing recycling facilities at project sites.

6.2.8 Green Supply chain

- 6.2.8.1 Wherever practicable, Goleudy will aim to engage with suppliers who demonstrate strong environmental credentials. This will aim to reduce the overall impact that Goleudy's activities make on the environment.
- 6.2.8.2 We will seek to undertake due diligence in terms of our supply chain. We aim to ensure ethical purchasing, and to be mindful of the possibility of human trafficking and modern slavery in the supply chain. We will take all possible action to avoid being complicit in these unlawful and unethical practices.

6.2.9 Staff and Volunteer Awareness

- 6.2.9.1 Goleudy will support its staff to make environmentally sustainable choices where possible. We commit to continuing with the Environmental Group which will allow staff and volunteers to contribute towards the organisation's environmental Strategy and policy.
- 6.2.9.2 We will also endeavour to regularly communicate with staff regarding their responsibilities both individually and collectively to contribute to a strong environmental culture within Goleudy.

7 Community

7.1 Awareness

We will seek to take our core messages regarding homeless prevention and alleviation into schools and community groups. These types of initiatives are encouraged by commissioners and often included in tenders. Whilst they are not scored or separately funded, it is expected that contract compliance includes CSR activities.

7.2 Community Fridge

Goleudy has been running a community fridge since 2018. This assists with our CSR objectives in three ways:

- Provides alleviation of food poverty to the local community (irrespective of whether people use our charitable services or not)
- Drastically reduces the amount of food waste going into landfill
- Engaging staff members and people from the local community in volunteering

Our business plan goal is to further exploit the potential of this project across these three areas.

8 Staff Well-Being

8.1 Workforce

Both our business plan and workforce development plan serve as exemplars of how we currently try to enhance the well-being, and experience of staff members.

As we have extensive plans for recruitment to both existing vacancies and newly created posts, a high-quality experience of induction and engagement is business critical.

Our ambition is to continually review staff experiences and to invest in adding value to their employment with Goleudy.

8.2 Payroll giving

To encourage staff to contribute to societal improvement and ethical citizenship we will explore initiatives that provide opportunities for people to contribute via payroll.

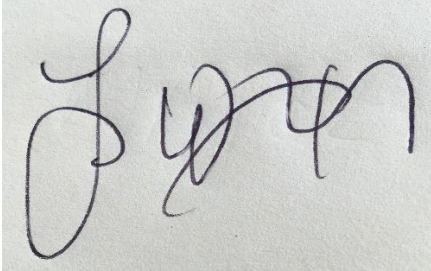
8.3 Volunteers days

Many private sector organisations accomplish their CSR goals by giving staff volunteer time/days to contribute to charitable agencies. Examples include team building exercises, or offering a relevant expertise on the charity board.

We will undertake to explore possibilities where staff could add value in a volunteer capacity, either contributing to the societal value added by Goleudy (e.g. the community fridge) or assisting a relevant sister organisation.

**This document was revised in January 2021. It is due for review in January 2024.
The organisation reserves the right to alter the provisions of this procedure from
time to time in accordance with the statutory provisions or any agreements in force.**

Signed:

A handwritten signature in black ink on a light-colored background. The signature is cursive and appears to read 'Jim Bird-Waddington'.

Jim Bird-Waddington
Chief Executive Officer
Wednesday, 27 January 2021