

The Hyelm Group

Environmental Sustainability Policy

1.0 Introduction

- 1.1 The Hyelm Group ("The Group") understands the impact its activities can have on the environment. We recognise the responsibility we have to protect the environment for our current and future generations.
- 1.2 The Group is a learning organisation and recognises that it may still have areas where development and improvement is required. Where errors are made these will be addressed and practices reviewed to prevent re-occurrence.
- 1.3 This policy, and others, if requested, are available in different formats, such as languages, large print and recorded form.
- 1.4 This policy does not form part of any employee's contract of employment and may be amended at any time.

2.0 Purpose

- 2.1 This policy sets out The Group's commitment to a sustainable future.
- 2.2 The Group's ambition is to move beyond compliance with legislation and implement good practice.
- 2.3 The Group recognises that its housing schemes and activities in general have an impact on the environment and consume energy. This policy sets out our approach to minimising this impact whilst providing a high quality of homes and services.
- 2.4 Key areas of impact are through:
 - New housing schemes.
 - How we manage and maintain our existing schemes.
 - How we manage our offices.
 - How we manage contractors.
 - Training and education of employees, residents, visitors and other stakeholders.

3.0 Related Documents

- 3.1 This policy should be read in conjunction with The Group's policies and documents on:
 - Health & Safety.
 - Provision of Information.
 - Sustainability (Action Plan).

4.0 Equality Impact Assessment

- 4.1 The Group is committed to challenging discrimination and promoting equality of opportunity in every area of its work.
- 4.2 This policy is written from an equal opportunities perspective.
- 4.3 There are no equality implications in this policy.
- 4.4 This policy will be reviewed if The Group becomes aware of any group of people that are adversely affected by this policy.

5.0 Objectives

- 5.1 Our strategic plan describes The Group's commitment to promoting and delivering environmental sustainability across all areas of our operation. It sets out that by 2015 we will have:
 - Implemented robust policies and practices on sustainability.
 - Embedded sustainability within our service delivery and procurement activities.
 - Provided advice and information to our residents to support them to lead environmentally sustainable lifestyles.
 - Built a programme into our cyclical maintenance plans to improve environmental performance and to reduce energy costs in our properties that currently have low SAP scores.
- 5.2 More specifically, these objectives will be discharged by:
 - 5.21 **Affordable Energy:** This refers to the cost that our residents pay to heat and power our schemes. Residents should be able to heat and power their homes to a level that is comfortable and healthy for a cost they can afford. Continuing predicted increases in energy costs means that this is a serious challenge. Investment in energy efficiency measures, new energy services and resident advice services will support this policy objective.
 - 5.22 **Supply Chain:** Value for money assessments will consider the environmental impact and where appropriate this impact will be considered when selecting new suppliers and service providers. Sustainable products will be purchased wherever possible.
 - 5.23 **Maintenance Plans:** Cyclical maintenance plans will consider ways to improve our environmental performance and reduce energy costs.
 - 5.24 **Water:** We aim to be economical with our consumption of fresh water. Installation of water saving devices and advice services will support this policy objective.
 - 5.25 **Waste:** We will increase the percentage of waste that is reused or recycled from our schemes.
 - 5.26 **Transport:** We will promote the use of public transport, cycling and walking for our residents and employees and ensure sufficient cycle storage and travel information is available at each of our schemes.
 - 5.27 **Communicating:** This policy will be communicated to our residents, employees and

stakeholders. Residents will be encouraged to establish and run community environment and energy projects and all employees and service providers will be made aware of environmental sustainability issues affecting their role.

- 5.28 **Training:** Training is an important tool in the successful implementation of any policy. Residents, employees and stakeholders will be provided with training opportunities that help to develop our commitment to and understanding of environmental issues.
- 5.29 **Reporting:** We will monitor our performance and on an annual basis report against performance to this policy and any associated action plans to our residents and stakeholders. Where appropriate, the use of external agencies may be used to assist us in determining our current performance against this policy and help set future action plans.

6.0 Participation Statement

- 6.1 The Group is committed to involving its residents and key stakeholders in how it manages and improves its direct services. Before this policy is reviewed we will endeavour to consult and involve our residents and key stakeholders and consider their views.

Where possible and where relevant, we will make the necessary changes based on the comments and suggestions that we receive. The Group will also provide feedback to all to let them know how their views have influenced any changes in policy or procedure.

7.0 Monitoring

- 7.1 The Board has overall responsibilities for ensuring this policy complies with legal obligations and those under The Group's control comply with it.
- 7.2 Regarding day-to-day responsibilities, the Chief Executive and his or her Executive Management Team have responsibility for monitoring the policy's effectiveness.

8.0 Commitment to Review

- 8.1 The Group is committed to continuously improving its practice in the direct work that it does with its residents. We are a learning organisation and where we identify that our policies or procedures could be improved, we will change them.
- 8.2 We value and respond to feedback from our residents, partner agencies and all other stakeholders, particularly in relation to good practice. This policy and any supporting documents will be fully reviewed every two years or sooner where any changing legislation has an impact.
- 8.3 The next review is due in December 2018.