

ENVIRONMENTAL AND SUSTAINABILITY POLICY

Art at the Heart CIC (AATHCIC) considers the impact of all our actions on people and the environment and are committed to sustainable communities, services, and development.

When AATHCIC talks about sustainability, we mean:

- Environmental sustainability (our impact on the environment).
- Social sustainability (affecting people and communities).
- Economic sustainability (financial viability and value for money).

Within each area, we have specific goals and targets.

Within this policy, we are seeking to achieve AATHCIC's mission to tackle the causes of social problems, considering both the issues of today and the implications for future generations, especially the impacts of climate change.

AATHCIC therefore recognises our responsibility to reduce our carbon and environmental footprints and formally commits itself to being an environmentally and sustainable responsible organisation.

To take this forward AATHCIC will review the following actions on an annual basis at their financial year end (February).

Environment

1. Report the progress made, annually on the following where appropriate:
 - Energy carbon footprint.
 - Electricity.
 - Water.
 - Transport fuel.
 - Gas.
 - Total waste production.
 - % of waste recycled.
 - Total paper consumption.
 - % Recycled paper.
 - % Renewable energy used.
 - Any other relevant environmental criteria.
2. All staff contracts will include a clause stating that staff will be expected to help AATHCIC in carrying out its aim of being an environmentally responsible organisation, in how they carry out their day-to-day duties.
3. Induction procedures for new staff will include information on AATHCIC's environmental practices.
4. AATHCIC will ask all their current and future suppliers for their environmental policies and for evidence of implementation of such policies and indicate that such performance will be used as criteria for supplier selection.

5. AATHCIC will seek to have relevant sustainability clauses included in any future contracts agreed with outside bodies.
6. AATHCIC will include environmental responsibility training in any future staff training programmes.
7. AATHCIC will observe existing environmental legislation as a minimum standard and seek to out-perform current legislative requirements where practical.
8. AATHCIC is an SME with all staff currently working at home. When travel is necessary, shared transport is the default approach and other sustainable transport options are promoted. Progress will be monitored annually.
9. AATHCIC will make best use of resources and reduce, re-use and recycle our waste.
10. AATHCIC will seek to reduce our consumption of energy and water and will use renewable energy resources where possible.
11. AATHCIC will operate efficiently in our working processes and practices (e.g., to avoid duplication, waste, and unnecessary expense).
12. AATHCIC will seek to use the most efficient and effective channels for communicating internally and externally.

Social

1. We aim to tackle poverty and disadvantage locally, and through our research and influencing work.
2. We will play a role in supporting local communities where we work.
3. We will seek to minimise the gap between our employees' salaries and the minimum income standard.
4. We will treat staff, people, and organisations that we work with, fairly and with respect.
5. We value and encourage work/life balance and will support flexible working practices wherever possible for our staff.
6. We will encourage sharing of knowledge of sustainable working practices to improve our performance.

Economic

1. We support ethical investment and management of our funds.
2. We will work with our suppliers and other partners to develop and deliver sustainable practices, products, and services.
3. We will seek to procure fair trade and environmentally friendly, sustainable products.

4. We will support equal opportunities and fair access in our procurement practices including the way we commission and communicate our research.

Review

This Environmental and Sustainability Policy will be reviewed every two years.