

Page 1 of 4		
Applies to: All Trustees, Employees, Trainees & Volunteers	Environmental Policy	

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CEO, John Marshall:	Date:
Chair of Trustees, Mervyn Bishop:	Date:



ENVIRONMENTAL POLICY

Page 2 of 4		
	Environmental Policy	
Applies to: All Trustees, Employees, Trainees & Volunteers		

Introduction

R-evolution is committed to minimising the environmental impacts of the organisation and to the improvement of the environment within the confines of R-evolutions resources. R-evolution will endeavour to operate as sustainably as possible, making decisions that consider the whole life impact of R-evolution's projects and responsible use of energy. R-evolution will abide by all applicable legislation to ensure the protection of R-evolution employees, the community, and the environment.

R-evolution demonstrates this commitment by delivering multiple projects in the local communities that are focussed on sustainability and social impact. Re-skilling through training and development in horticulture and bicycle maintenance not only encourages the reduce, reuse, and recycle approach but also changes behaviour on a long-term basis.

R-evolution recognise the responsibilities placed on it by the Environmental Protection Act 1990 and is committed to ensuring the health, safety and welfare of its employees and that of others who may be affected by the waste materials which result from their work. It is company policy to arrange for the disposal of all waste products regularly, safely and in accordance with statutory requirements and to recycle where viable.

General Statement of Environmental Policy

R-evolution will, while giving due consideration to financial costs, seek to prioritise environmental concerns in all areas of its operations. In particular, R-evolution shall:

- Ensure that the requirements of all relevant legislation and regulations (including the requirements of funders) are met and, where possible, exceeded.
- Introduce energy-saving measures wherever possible, both by encouraging changes in resources used by staff and volunteers, through implementing appropriate technological solutions and seek to reduce the environmental impact of the remaining energy use through purchasing policies.
- Reduce the environmental impact of water supply throughout the company by encouraging changes in water use amongst staff and volunteers and through implementing appropriate technological solutions.
- Tackle waste generation by employing the three 'R's principle: reduce, reuse, and recycle. Recycling should be made easy and efficient, but is less important than reducing the overall use of materials and increasing re-use of those materials that are used.
- Address the environmental costs of private transport by seeking to reduce the need for staff and volunteers to travel to and from work by single occupancy car journeys and encouraging the use of car sharing and alternatives where travel is necessary. R-evolution has a cycle refurbishment project and provides sustainable transport options for staff and volunteers.
- Wherever possible, purchase goods and materials which are made, used and disposed of in an environmentally sustainable way and ideally purchase from local suppliers in order to support the local economy and to minimise the environmental impact of transportation.
- Educate staff and volunteers and encourage involvement in the design and implementation of the environmental policy. Encourage staff and volunteers to address the environmental impact of their own lives beyond the workplace by sharing ideas and good practice and exploring ways in which R-evolution can offer practical assistance to its staff and volunteers.
- Work in partnership with suppliers, customers, and partners to reduce the environmental impact of not just R-evolution's operations, but to work towards improved environmental performance in general, locally, regionally, and nationally.

Page 3 of 4		
	Environmental Policy	
Applies to: All Trustees, Employees, Trainees & Volunteers		

Environmental Management System

R-evolution is committed to environmental management in order to achieve high environmental performance and levels of responsibilities. It is not considered practical or financially viable for R-evolution to achieve ISO14001 at this stage, however, where appropriate, R-evolution will strive to meet these standards.

Environmental awareness training will be provided to staff and volunteers.

R-evolution management will draw up a plan that ties in with COP26 outcomes starting with a Staff Travel Plan in 2022/2023 to be reviewed annually. This will be reviewed and shared with all employees and volunteers.

R-evolution's Carbon Footprint will be calculated and monitored each year, starting from 2022/2023 through working with the University of Hull Environmental Science Internship programme.

Environmental plan must include

Reduction in paper use

Reduction in printing

Reduction in water usage

Increased use of recycled parts

Environmentally friendly products to sourced and introduced

Carbon emissions from staff commuting and van usage to be monitored

Carbon emissions from fossil fuel heating and electricity to be investigated and rectified

Recycling systems to be introduced and monitored at every R-evolution operational Site.

Page 4 of 4		
	Environmental Policy	
Applies to: All Trustees, Employees, Trainees & Volunteers		

APPENDIX A - Environmental Good Practice

- R-evolution shall ensure that the planning and operating of activities reflect the principles of sustainable development as set out within regional guidance on sustainable development. As a minimum R-evolution will be expected to minimise the generation of greenhouse gas emissions from all activities and comply with any sustainability clauses.
- It is R-evolution's responsibility to ensure that it and its subcontractors comply with all relevant environmental legislation in relation to the activities. R-evolution will inform the Agency of any breach of environmental legislation as soon as they become aware of any such breach, incident or infringement and will take all reasonable steps to prevent (and, if deemed appropriate by the Environment Agency, remedy) the adverse environmental impacts of such as occurrence.
- Recycled content is genuine waste which includes both post and pre-consumer waste
- All physical development projects, covering refurbishment and site regeneration shall ensure that at least 10% of the total value of materials used is derived from recycled and reused content.
- R-evolution shall complete and return the "Sustainable Procurement in your Organisation" form where supplied.