

Policy

TITLE	Environmental Sustainability Policy		
Policy ref	YH005P	Approval date	October 2025
Owner	Corporate Services Director	Planned review date	October 2028
Approved by	Executive Leadership Team		

1 Background	Abbeyfield Living Society (ALS) has a responsibility through the way in which it does business to protect the environment, tackle climate change and operate in a sustainable manner to improve the environment for future generations. This Environmental Sustainability Policy sets out ALS's strategic intent for the environment and provides the high-level framework within which ALS can set and position the delivery of our Environmental objectives.
2 Objectives	The purpose of this policy is to outline ALS's commitments to operating in an Environmentally Sustainable manner and the framework by which we aim to achieve these.
3 Scope	This policy will apply across the whole of ALS's operational activities, including all support services and portfolio of properties for Housing and Care. It shall be made available to all employees (including agency staff and bank staff), contractors, volunteers, visitors and residents of ALS.
4 Policy	4.1 ALS is committed to protecting the environment by ensuring environmental management is integral to our decision-making processes. This enables us to enhance environmental performance and demonstrate continual improvement. The Abbeyfield Living Society is fully committed to: 1) Complying with all relevant legislation and regulations as a minimum and fulfilling all compliance obligations that form part of our commitment to enhance ALS's environmental performance.

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- 2) The continual enhancement of our climate and energy related performance year on year, working towards Net Zero by 2050.
- 3) Strengthening our ability to adapt to climate change
- 4) The prevention of pollution through operating in an environmentally responsible manner.
- 5) The implementation and continual improvement of an Environmental Management System to ensure the successful management of the above.

These commitments are endorsed by ALS's Executive Leadership Team, ensuring Environmental Sustainability has engagement at all levels of the organisation and that our objectives and targets are achieved.

The objectives and targets we set in order to accomplish our commitments will be made available internally and reviewed as required in-line with our developing Environmental Management System requirements to account for our current position.

4.2 Roles and Responsibilities

4.2.1 The **Board of Trustees** is responsible for:

- Ensuring that consideration is given to this policy when considering the overall direction and strategy of the organisation, in line with the NHF Code of Governance 2020, paragraph 2.1.

4.2.2 The **Chief Executive Officer** is responsible for:

- Ensuring that this policy and associated procedural documents are effectively implemented;
- Ensuring there are sufficient resources available to allow ALS to comply with this policy and associated procedures fully; and
- Reviewing the performance of the Executive Committee with respect to the implementation and management of this policy and its associated procedures.

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	4.2.3 The Executive Leadership Team (ELT) is responsible for ensuring that: • Appropriate resources are made available, and facilities are in place to allow compliance with this Policy; • Supporting the Chief Executive Officer with the establishment and implementation of this policy; • Demonstrating commitment to this policy by ensuring that any ‘commitments’, ‘objectives’ and ‘targets’ are compatible with the strategic direction of ALS; and • All members of staff are appropriately trained with regards to this Environmental Sustainability Policy 4.2.4 The Senior Leadership Team is responsible for: • Demonstrating commitment to this policy by ensuring that any ‘commitments’, ‘objectives’ and ‘targets’ are compatible with the strategic direction of ALS; • Considering environmental sustainability within all areas of BAU activities and continuous improvement • Supporting the ELT with the establishment and implementation of this policy by ensuring all areas of the business are aware of it. 4.2.5 The Environmental Sustainability Lead is responsible for: • Developing, writing, and maintaining this policy • Ensuring that this policy remains relevant to ALS’s strategic direction and appropriate legislation; and • Developing and advising the business on the best strategy for ensuring compliance with this policy. 4.2.6 The Head of Health, Safety & Environment is responsible for: • The implementation of this policy; and • Reporting of the progress made with regards to this policy 4.2.7 All employees (including agency and bank staff) are responsible for: • Ensuring that they have read and understood this policy and its associated procedures; • Completing the required online Environmental Awareness Training, undertaking refresher sessions as required; and • Keeping environmental sustainability in mind and applying its principles to their day-to-day role.
5 Finance, Value for Money & Social Value	Compliance with this policy will benefit ALS by: • Reducing the risk of financial burden caused by non-compliance with relevant legislation and associated regulations

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	- Improving Environmental Management within the business, leading to more efficient ways of working - Increasing the positive image of the business with stakeholders - Allowing the business to comply with its moral obligation of protecting the environment both now and for the future.
6 Linked Policies	N/A
7 Relevant Legislation / Regulation	The Climate Change Act 2008 The Environmental Act 2021 Environmental Protection Act 1990 Energy Act 2023 Control of Pollution Act 1974 Housing Act 2004 NHF Code of Governance 2020 Energy Savings Opportunity Scheme Regulations 2012 SI 2015/810 Streamlined Energy and Carbon Reporting Energy Performance of Building (England and Wales) Regulations SI 2012/3118
8 Guidance	N/A
9 Review	Every 3 years, subject to any regulatory, legislative or business updates.
10 Procedures	
10.1	EPC Data Management and Reporting

Version	Purpose/change	Author	Date
1.0	Environmental Sustainability Policy written.	Director of Development	July 2014
2.0	Policy reviewed.	Director of Development	November 2017
3.0	Ownership altered to Health and Safety Manager (previously Development Team) and policy renamed to Environmental and Sustainability Policy. Multiple changes made including the addition of	David Coggrave (HSE Manager)	January 2020

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	Environmental KPIs, strategic planning for improvements and ensuring that the contractors we intend to use hold the same value to Environmental Matters as Abbeyfield does.		
4.0	Policy reviewed. Multiple changes made including the removal of section 4.5 – 4.17, which do not need to sit within the Environmental Policy document. These areas will be reviewed and if still relevant moved to other areas of the business that they may be more suited to and/or made into individual policy / procedure documents that sit underneath this policy	Nicola Collins (Environmental Sustainability Lead)	June 2024
4.1	Policy reviewed. Reconfiguration of goals and addition of one extra goal to capture climate change risk. The addition of SLT roles and responsibilities.	Nicola Collins (Environmental Sustainability Lead)	October 2025
4.2	EPC Data Management and Reporting SOP (10.1) added in.	Nicola Collins (Environmental Sustainability Lead)	May 2026