

# Sustainability Policy

## About this Policy

**Our passion is to create a world with sustainability at its heart. That's our vision. We exist to lead and empower the post-16 education sector to make sustainability 'just good business'.**

The EAUC Sustainability Policy is our public 'Statement of Intent' that reflects our commitment to improve the sustainability performance of the post-16 education sector and carry out our activities in a sustainable way. The Policy commits the EAUC to strive to use sustainability best practices in all it does. In addition the EAUC is committed to continual improvement across all of our sustainability performance. This policy is aligned to our strategy and we publically report on an annual basis.

As a sustainability leader, the EAUC recognises and welcomes our role as an exemplar. Being an office-based organisation, the potential direct negative impacts of the EAUC's activities arise from resource use, energy and water consumption, transport, waste, procurement as well as the economic and social implications of what we do. In addition the EAUC recognises the potential positive impacts we can have on our employees and the wider community. In particular we have an obligation to positively impact our Members in our work to inspire and support them as they embed sustainability across their institutions and wider communities.



## Strategic Alignment

We will achieve this by:-

- Striving to continually improve our sustainability performance, minimise the damage and maximise the social impact of our activities by integrating sustainability into all decision making and activities;
- Publically annually report on performance, including a year by year comparison, with relation to carbon;
- Operating in compliance with all relevant sustainability legislation. Avoiding unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect the health of humans and nature and minimise the impact when such materials must be used, stored and disposed of;
- Offsetting our annual carbon footprint by partnering with Climate and Development experts ClimateCare (<http://climatecare.org/>).

## Impactful Advocacy

We will achieve this by:-

- Leading the way in supporting sustainability commitments such as the SDG Accord, UN Environment MOU, HESI and WRAP;
- Train, educate and inform employees and encourage them to work in a sustainably responsible manner both in their work and personal lives for positive impact;

- Communicating our sustainability commitment to our Members, Strategic Partners and the public and encourage them to support it and promote good practice with public reporting.



## Knowledge Exchange

We will achieve this by:-

- Researching how we can further improve our own and our Members sustainability performance;
- Promoting sustainability awareness and the sustainable actions we have taken in all of our activities, specifically in our events and catering;
- Promoting and sharing the good practice of our Members and Strategic Partners.

## Building our Resources

We will achieve this by:-

- Ethically invest and bank in line with this policy;
- Procuring services locally where possible, such as legal and financial services;
- Ensuring the organisation has the capacity and other resources necessary to deliver this Policy.
- Promoting efficient use of materials and resources throughout our operations including water, electricity, raw materials and other resources, particularly those that are non-renewable;
- Promoting sustainable procurement by purchasing recycled, recyclable, refurbished or ethical products and materials wherever possible.

## Stronger Community

We will achieve this by:-

- Providing a safe and healthy workplace for our employees and promote, measure and further improve wellbeing;
- The EAUC is committed to being an inclusive employer and having a diverse workforce. It is our policy to recruit staff based on their ability and suitability for the position for which they are applying. We welcome applications from all parts of the community/society.
- Treating staff in a fair, honest and open manner, with their working rights protected;
- Promote, recognise and reward our Members and Strategic Partners who voluntarily contribute to our organisation;
- Promoting the value of volunteering and actively encourage our employees to volunteer.

## Expanded Horizons

We will achieve this by:-

- Working to further raise sustainability and ethical standards into our supply chain and recruitment of Company Members;
- Working with partners and Company Members to raise sustainability and ethical standards within their own organisations.

This policy will be reviewed in line with the Strategic Plan. Approved by the EAUC Board on 25<sup>th</sup> September 2017.