Environmental Policy

Title: Environmental Policy			
Revision Number	5	**Approved by**	Head of Performance and Assurance
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Environmental Policy

1. Purpose Statement

The purpose of this policy is to establish guidelines for Nacro's environmental approach within the organisation's activities and delivery of services. This policy will outline Nacro's commitments to reducing the environmental impact of these activities and pursuing environmental performance.

2. Policy Statement

Nacro is a national charity helping thousands of people daily through housing, justice, and education services. We house, educate, support and advise, and we speak out for and with disadvantaged young people and adults.

We understand our activities have an impact on the environment, and are committed to continual improvement of our environmental performance, and to meeting the requirements of the Green Dragon environmental standards.

We recognise our responsibility to the environment beyond legal and regulatory requirements and are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our operating model. We see environmental sustainability as a bedrock of our social justice aims.

3. Scope

This policy applies to all Nacro staff and volunteers and to all activities and functions.

This policy is non-contractual and does not form part of your terms and conditions of employment at Nacro.

4. References

All related policies and procedures are available online for Nacro staff and applicable third parties and business partners.

The current policy or procedure is the online copy.

5. Implementation

Nacro will involve staff and service users in implementing and reviewing this policy and associated action plans.

All staff will be held responsible for the adoption and the implementation of this policy and associated procedures as they apply to works/services contracted within their role.

This Policy will be reviewed regularly (at least annually) and revised if there are any changes in legislation, regulatory requirements, and best practice update or on receipt of new information as appropriate.

6. Policy Aims

Nacro aims to improve its environmental performance by:

- Minimising our environmental impacts and work towards the goals of sustainable development.
- Ensuring compliance with all relevant legislation and regulations associated with our activities.
- Continual improvement of our environmental performance to minimise adverse effects on the environment, following the principles embedded in sustainable development and the Green Dragon environmental management system.
- Managing waste through reduction, re-use, and the promotion of recycling.
- Reducing energy and water consumption and promoting green transport initiatives.
- Reducing our contribution to global climate change by making reductions in our greenhouse gas emissions.
- Working with suppliers who themselves have sound ethical environmental and sustainability policies.
- Undertaking all necessary steps to prevent the pollution of the natural environment.
- Raising environmental awareness amongst staff and service users through improved communication and involvement.
- Establishing environmental objectives and targets and reporting progress on an annual basis.
- Establishing, evaluating, and maintaining an environmental aspect and impacts register, to ensure the appropriate controls are in place to mitigate any significant impacts from Nacro's environmental aspects.
- Developing procedures which evaluate the significance of Nacro's environmental aspects and associated impacts, considering all environmental impacts, compliance obligations and the views of interested parties.
- Identifying Nacro activities that pose a risk of environmental pollution and ensure a pollution prevention plan is developed to mitigate these identified risks.

- Identifying, monitoring and maintaining data on Nacro's environmental Key Performance Indicators (KPIs) which determine the effectiveness Nacro's environmental management system. These KPIs will be monitored on at least an annual basis by the Environmental Working Group.
- Calculating and reporting on Greenhouse Gas Emissions resulting from Nacro activities, publishing these results as part of Nacro's Environmental Statement
- Producing an Environmental Statement on an annual basis, outlining Nacro's activities, our environmental priorities and key performance indicators.
- Effectively communicating Nacro's Environmental Management System both internally and externally in accordance with defined procedures.
- Demonstrating continual commitment to sustainability by implementing the following sustainable development goals in Nacro's overall environmental objectives:
    - Good Health and Wellbeing: Ensure healthy lives and promote wellbeing for all at all ages.
    - Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

7. Review

This policy will be reviewed at least annually, as well as 'ad hoc' based on regulatory or organisational changes, or any other event that may require an update to the policy.

Approved by: Head of Performance and Assurance



Abbass Shah
Date: 14.07.26

Policy History

Revision	Date Approved	Changes Made	Author
1.0	11/2019	Publication	
2.0	15/03/2022	Aligned to Green Dragon Standard	R Zitola

2.1	25/08/2022	Summary of description of business. Compliance to voluntary codes (Green Dragon)	R Zitola
2.2	02/08/2023	Policy updated to align with Green Dragon level 3	A Shah
2.3	01/11/2023	Cosmetic changes	N Ali
3.0	11/07/2024	Annual Review: aims aligned with annual objectives review	A Shah
3.0	14/08/2024	Approved by COO	A Shah
4	23.07.25	Annual Review	A Shah
5	14.07.26	Annual Review	A Shah